

GMB@BCC

PDR

GMB

BIRMINGHAM AND
WEST MIDLANDS

"UNHAPPY WITH WORK - PDR WILL MAKE YOU PAY"

Dear members, you may already be made aware that the council intends to update the current flawed Performance Development Review (PDR) system.

The GMB did not agree with the previous PDR system as our members felt it was divisive and only benefitted a few. The GMB has not agreed with the implementation of this new "My Appraisal" system,

The GMB is opposed to any Appraisal system that has a direct link to pay and we will continue to campaign for this to be removed. What we want and need is a system that is fair and equitable to all people in all Grades. The City Council has yet to implement such a system.

Under the new proposals the council intend to alter certain practices to make it easier for staff to achieve an incremental pay rise. The GMB has been involved in the talks with the council and other unions on the basis we felt that we could influence any changes. whilst there have been some improvements the GMB do not feel these will be enough to stop the unequal practices that managers have been allowed to practice since it was originally introduced.

The GMB has consistently argued for the process to include an Appeals Process, but the council refuse to include one. They believe that the system will be so much fairer and easier you will not need one. The GMB believes that this is an infringement on member's basic employment rights and we will continue to press this with the council. We have been in this situation previously and didn't believe their rhetoric then.

In addition to no Appeals Process, the City Council has included an element for workers who are on top of their pay grade to NOT receive any financial benefit if you succeed in your performance, instead they will give you the chance to increase your workload and mentor other failing members of staff. The GMB are sure you will relish this opportunity to increase your workload further under these very difficult times. Remember, under these new processes any sign of unhappiness and resentment will also mark you down.

It is the GMB's view that the City Council has again headed down a path of imposing new procedures, whilst The GMB is opposed to them.

The GMB are therefore asking all members to keep us informed of any discrepancy with the new "My Appraisal" process, so that we can keep logging the problems back with the City Council and keep fighting on your behalf.

Contact the GMB on 0121 5504888 or www.gmb-westmids.org.uk for further information.

Join online at www.gmb.org.uk/join

Tel: 0121 550 4888

GMB

GMB@WORK

FOR UNION
USE ONLY

Section

Branch No

Membership No

Date of joining

GMB membership application form

PLEASE USE BLOCK CAPITALS

Date

1 TELL US ABOUT YOU

Surname

First name

Title

Mrs Miss Ms Mr

Home address
Postcode

Home Tel

Nat Ins. No.

Mobile

Date of birth

We ask for your ethnic origins as part of our equal opportunities policy of improving services to all members

Bangladeshi / Black African / Black Caribbean / Black British / Chinese / Indian / Irish / Pakistani / White / Other:

Email

I agree to abide by GMB rules Signature



2 TELL US ABOUT YOUR JOB

Employer

Your job

Address where you work
Postcode

How many hours a week do you work?

Pay No

Work tel

Pay date

CHOOSE EITHER 3 AUTHORISATION OF DEDUCTION OF YOUR TRADE UNION CONTRIBUTIONS FROM YOUR PAY

Section 68, Trade Union and Labour Relations (Consolidated) Act 1992 as amended

- I authorise my employer to deduct from my pay each week/month the sum of

£

or other amounts as may be fixed by the GMB from time to time.

- Please start the deductions immediately and pay the amounts to the GMB.
- I note that this agreement may be cancelled by one month's notice in writing.
- I give permission to my employer to notify the GMB of any future change of address.

Signed

Date



OR 4 INSTRUCTION TO YOUR BANK OR BUILDING SOCIETY TO PAY BY DIRECT DEBIT



Please fill in the form and send to GMB Birmingham & West Midlands Region, Will Thorne House, 2 Birmingham Road, Halesowen, West Midlands B63 3HP

Service User Number

Name and full postal address of your Bank or Building Society branch

To the Manager of Bank/Building Society
Address
Postcode

For GMB official use only. This is not part of the instruction to your Bank/Building Society. If your A/C number is not available fill in your address below.

Name(s) of account holder(s)

Instructions to your Bank or Building Society.

Please pay GMB Direct Debits from the account detailed in this Instruction subject to the safeguards assured by the Direct Debit Guarantee. I understand that this Instruction may remain with GMB and, if so, details will be passed electronically to my Bank/Building Society.

Bank/Building Society Account Number

Bank/Building Society Sort Code

Signature(s)

Date



Reference number (Office use only)

Banks or Building Societies may not accept Direct Debit instructions for some types of account