**Staff Consultation – Voting Question Form**

If you have been unable to attend a consultation session or would like to submit your responses to the voting questions you can do so by completing this form and returning via one of the methods listed below. Before answering the questions we would recommend that you access the following Unified Reward information;

* Powerpoint Slides
* 2 page summary
* 6 page detailed document

These can be found on the Internet or Intranet;

**Barnet Work** – Home / Barnet Staff Voice / Unified Reward

**Internet** - www.barnet.gov.uk/citizen-home/council-and-democracy/governance/council-information/unified-reward-project

If you have any questions or queries please contact the dedicated Unified Reward Helpline team;

**T:** 0330 606 4444 (option 1) **E:** barnethrpayroll@capita-services.co.uk

**Question 1**

Which part of the council do you work in?

|  |  |
| --- | --- |
| **Response** | **Vote** **(using a ‘✓’)** |
| Adults and Communities |  |
| Assurance Group |  |
| Commissioning Group |  |
| Family Services |  |
| Street Scene |  |
| A Community School |  |
| Other |  |

**Question 2**

What is the most important thing for the pay and rewards review to achieve?

|  |  |
| --- | --- |
| **Response** | **Vote** **(using a ‘✓’)** |
| Consistency |  |
| Pay that is performance driven |  |
| Better pay |  |
| Better work-life balance |  |
| Personal/career/professional development |  |
| None of the above |  |

**Question 3**

Do you agree that moving from 300 to 19 grades is simpler and more transparent for staff?

|  |  |
| --- | --- |
| **Response** | **Vote** **(using a ‘✓’)** |
| Strongly Agree |  |
| Agree |  |
| Disagree |  |
| Strongly Disagree |  |

**Question 4**

Do you agree that moving base pay from amongst the lowest paid local authorities upwards is a good idea?

|  |  |
| --- | --- |
| **Response** | **Vote** **(using a ‘✓’)** |
| Strongly Agree |  |
| Agree |  |
| Disagree |  |
| Strongly Disagree |  |

**Question 5**

Do you agree that linking pay increases, within the grade, to performance is fair?

|  |  |
| --- | --- |
| **Response** | **Vote** **(using a ‘✓’)** |
| Strongly Agree |  |
| Agree |  |
| Disagree |  |
| Strongly Disagree |  |

**Question 6**

Do you agree that if someone achieves an ‘outstanding’ performance review they should receive the highest pay increase?

|  |  |
| --- | --- |
| **Response** | **Vote** **(using a ‘✓’)** |
| Strongly Agree |  |
| Agree |  |
| Disagree |  |
| Strongly Disagree |  |

**Question 7**

Do you agree protecting pay for 12 months for all staff negatively impacted by Unified Reward is reasonable?

|  |  |
| --- | --- |
| **Response** | **Vote** **(using a ‘✓’)** |
| Strongly Agree |  |
| Agree |  |
| Disagree |  |
| Strongly Disagree |  |

**Question 8**

Do you agree that 30 days annual leave is a good offer for all staff?

|  |  |
| --- | --- |
| **Response** | **Vote** **(using a ‘✓’)** |
| Strongly Agree |  |
| Agree |  |
| Disagree |  |
| Strongly Disagree |  |

**Question 9**

Do you agree with our proposals to manage sickness whilst protecting those with long term sickness or disabilities?

|  |  |
| --- | --- |
| **Response** | **Vote** **(using a ‘✓’)** |
| Strongly Agree |  |
| Agree |  |
| Disagree |  |
| Strongly Disagree |  |

**Question 10**

Do you agree that an employee should be paid based on the actual number of weeks they work?

|  |  |
| --- | --- |
| **Response** | **Vote** **(using a ‘✓’)** |
| Strongly Agree |  |
| Agree |  |
| Disagree |  |
| Strongly Disagree |  |

**Question 11**

Do you agree with the voluntary overtime payments of x1.25, x1.5 and x2.0?

|  |  |
| --- | --- |
| **Response** | **Vote** **(using a ‘✓’)** |
| Strongly Agree |  |
| Agree |  |
| Disagree |  |
| Strongly Disagree |  |

**Question 12**

Do you agree that overtime should only be paid where there is a business need for additional work?

|  |  |
| --- | --- |
| **Response** | **Vote** **(using a ‘✓’)** |
| Strongly Agree |  |
| Agree |  |
| Disagree |  |
| Strongly Disagree |  |

**Question 13**

Do you think it is fair that council essential car user allowance is reserved for those travelling a minimum of 2,500 miles per year? (11 miles per working day)

|  |  |
| --- | --- |
| **Response** | **Vote** **(using a ‘✓’)** |
| 1 Strongly Agree |  |
| 2 Agree |  |
| 3 Disagree |  |
| 4 Strongly Disagree |  |

**Question 14**

Do you agree with the council’s need to introduce two schemes to attract and retain staff to key areas of the business?

|  |  |
| --- | --- |
| **Response** | **Vote** **(using a ‘✓’)** |
| 1 Strongly Agree |  |
| 2 Agree |  |
| 3 Disagree |  |
| 4 Strongly Disagree |  |

**Question 15**

Do you have any further comments you would like to make?

Thank you for taking the time to complete this form and feedback your views on the consultation.

To return this form please;

* scan and send to barnethrpayroll@capita-services.co.uk
* return by internal mail to the following address; FAO Audrey Marshall, HR Team, Building 4, North London Business Park, Oakleigh Road South, London N11 1NP