

24 July 2024

Changes to performance management

Vice president **Pete Wright** updates members on changes to performance rewards.

PCS has continued to engage with the Home Office leads on Performance Management policy. We continue to raise the less than perfect diversity and inclusion outcomes, and also that there is a significant disparity in terms of reward across the grades.

As a result of the feedback, the Home Office has made some changes to the performance management policy. Some of these changes have come about because of new legislation but others are hoped to improve the outcomes of the current performance management system.

What has changed? (June 2024)

1 - Home Office are introducing a significant change for colleagues working in **grades AA-HEO**.

The department wants line managers to be able to reward staff who are demonstrating consistent good performance and the increase to the reward cap thresholds will, they believe help that to happen.

Table 1: Reward values

Grade	Thank You voucher	Performance Voucher	Sustained Performance	Total rolling month cap
AA	£5-20	£100-£350	£450	£900 £1500
AO	£5-20	£100-£350	£500	£1000 £1500
EO	£5-20	£100-£350	£625	£1250 £1800
HEO	£5-20	£100-£350	£750	£1500 £1800

2 - To further help to shift the dial on this, we have completely reset the language and expectations of what is rewardable and recognisable, moving to a mindset of rewarding consistent good performance rather than “above and beyond.”

3 - Probationers are eligible for performance rewards; line managers can now also record goals and check-ins on Metis. However, it is essential that the offline probation policy and form are used as the principal record.

4 - Guidance and line managers’ responsibilities regarding reward payments for agency workers has been updated to include eligibility of rewards, when Agency Workers Regulations apply, and how payments should be arranged.

PCS will continue to engage on this as it is important that the best outcomes possible are achieved.