



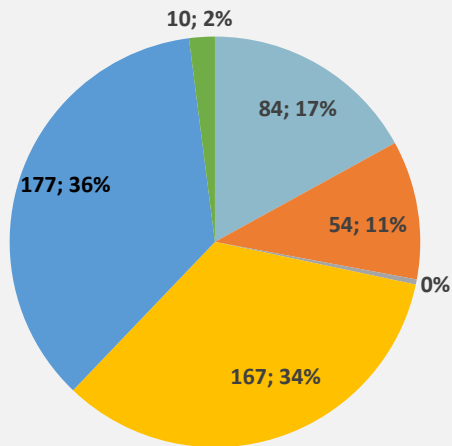
# **FPHS Appraisal Survey 2019**

# **FPHS Appraisal Survey 2019**

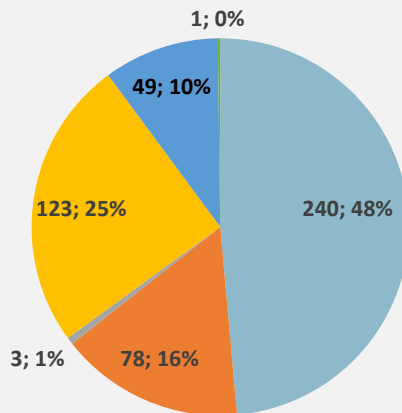
- Pre-appraisal survey January 19**
- Post-appraisal survey April 19**
- 494 respondents (33%) – pre-appraisal**
- 344 respondents (22%) – post-appraisal**

# Job families

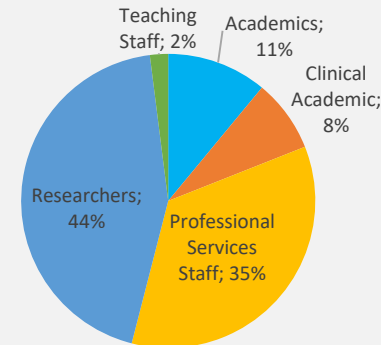
Appraisees' job family



Appraisers' job family

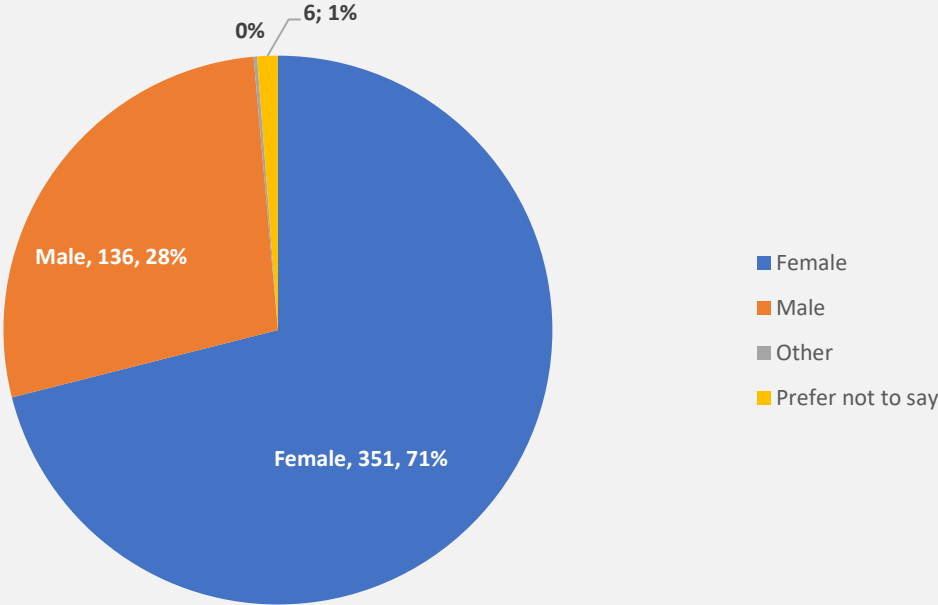


FPHS demographics

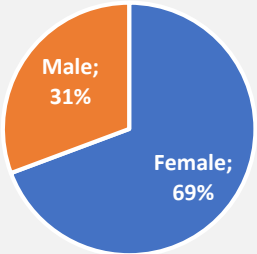


- Academic (Lecturer to Professor)
- Clinical Academic
- Other (please specify)
- Professional Services Staff (including Technicians, Research Nurses, etc.)
- Research (Research Assistant to Professorial Research Fellow)
- Teaching (Teaching Associate to Professorial Teaching Fellow)

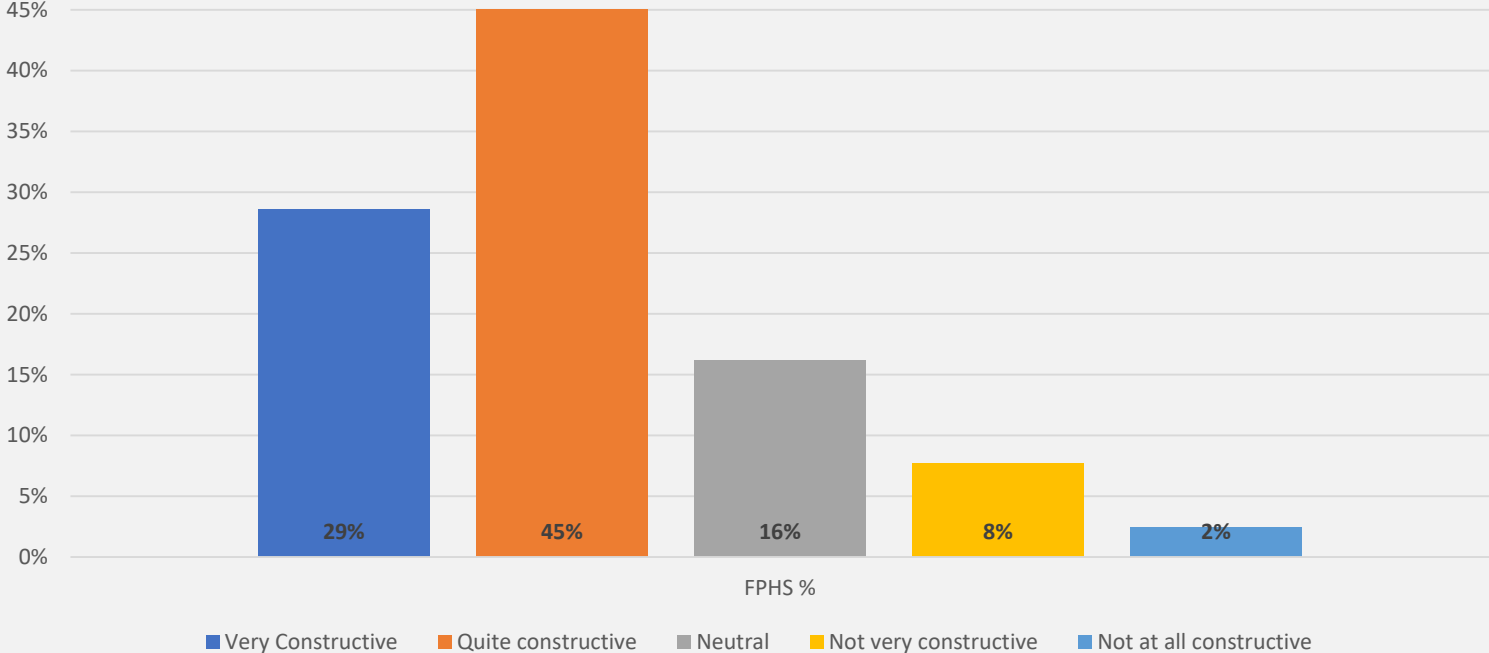
# Respondents' demographics



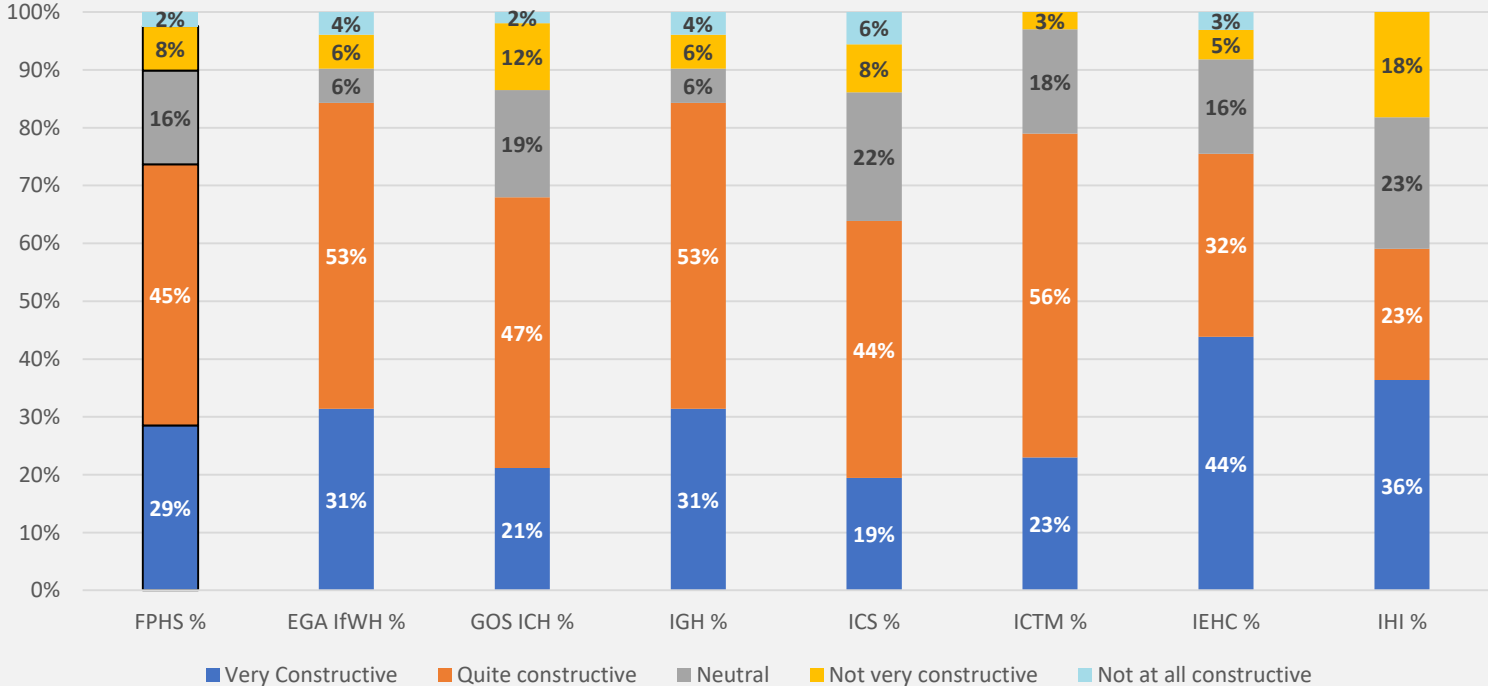
FPHS demographics



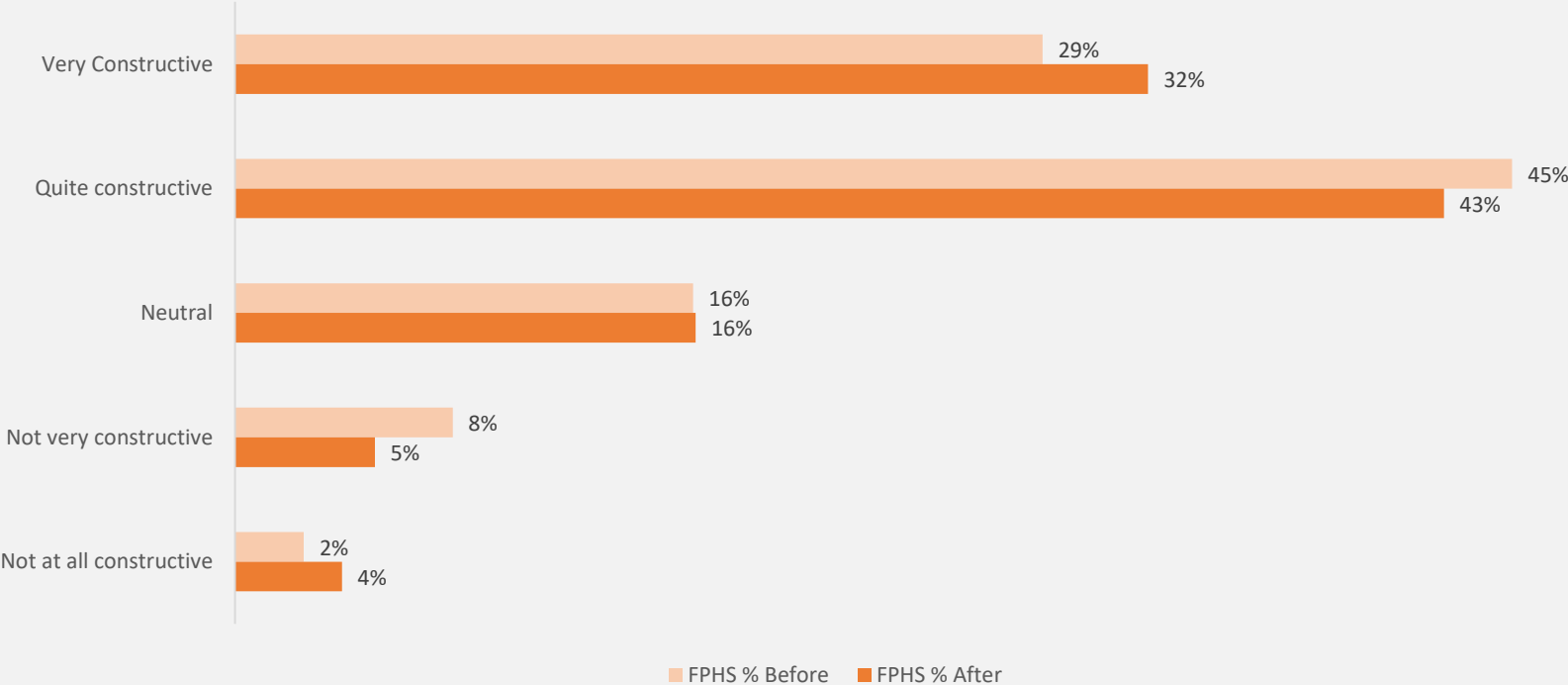
# How constructive do staff expect their appraisal to be?



# How constructive do staff expect their appraisal to be?



# Appraisal constructivity – expectation vs actual



# Staff expectation of appraisal discussion

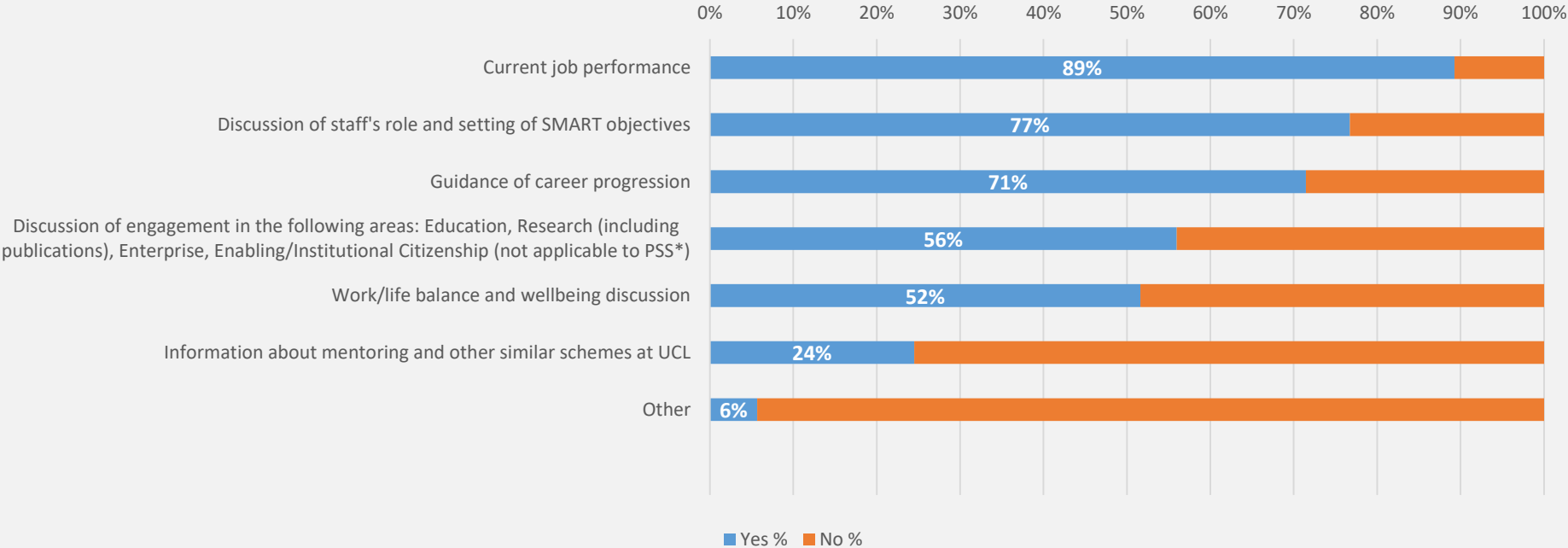
## Faculty of Population Health Sciences

Topic	Yes	No
Current job performance	441	53
Discussion of staff's role and setting of SMART objectives	379	115
Guidance of career progression	353	141
Discussion of engagement in the following areas: Education, Research (including publications), Enterprise, Enabling/Institutional Citizenship (question not applicable to Professional Services staff)	178	139
Work/life balance and wellbeing discussion	255	239
Information about mentoring and other similar schemes at UCL	121	373
Other	28	466

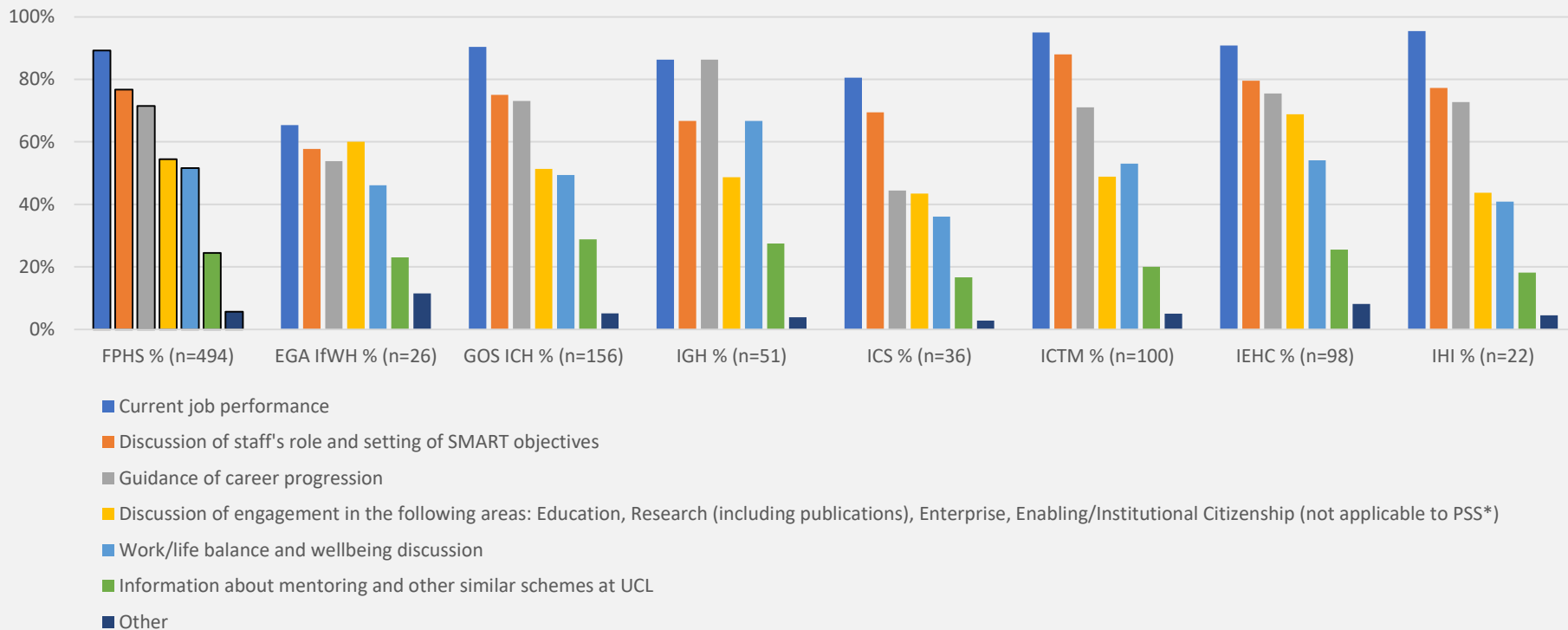


# Staff expectation of appraisal discussion

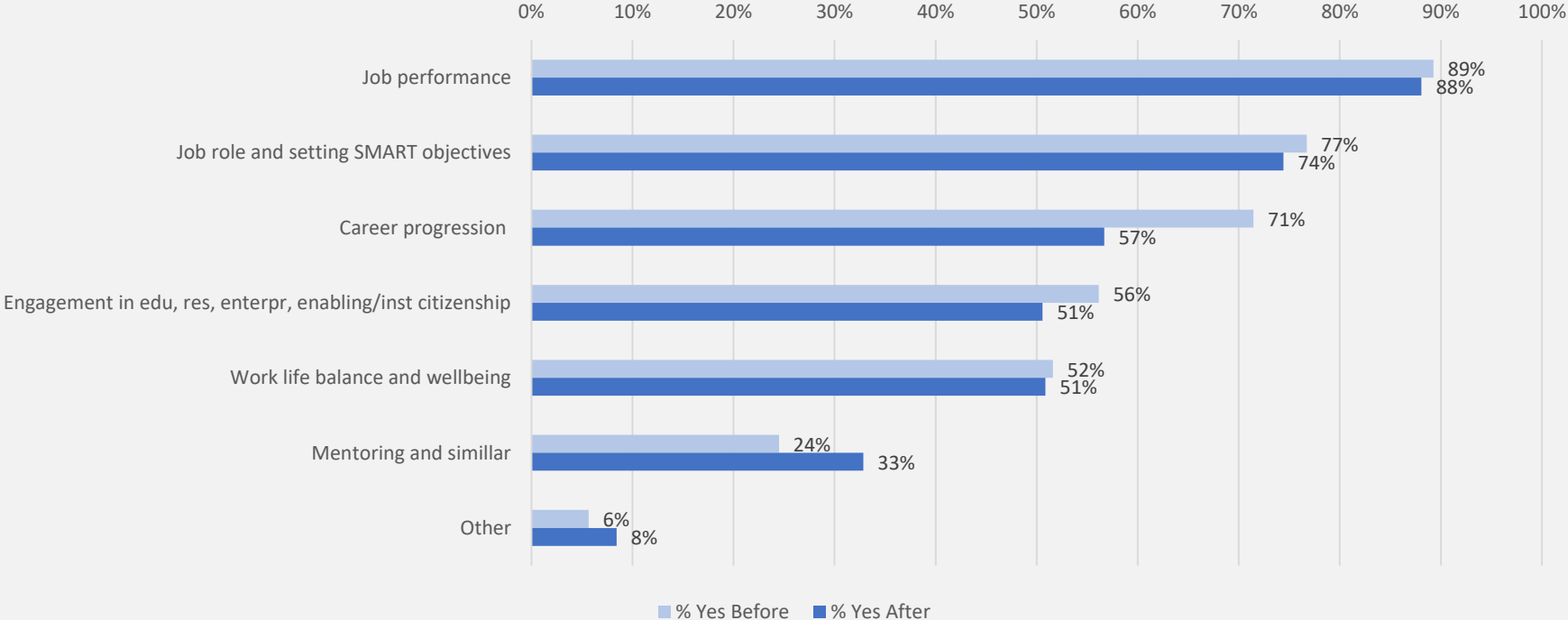
Staff expectation of appraisal discussion - FPHS



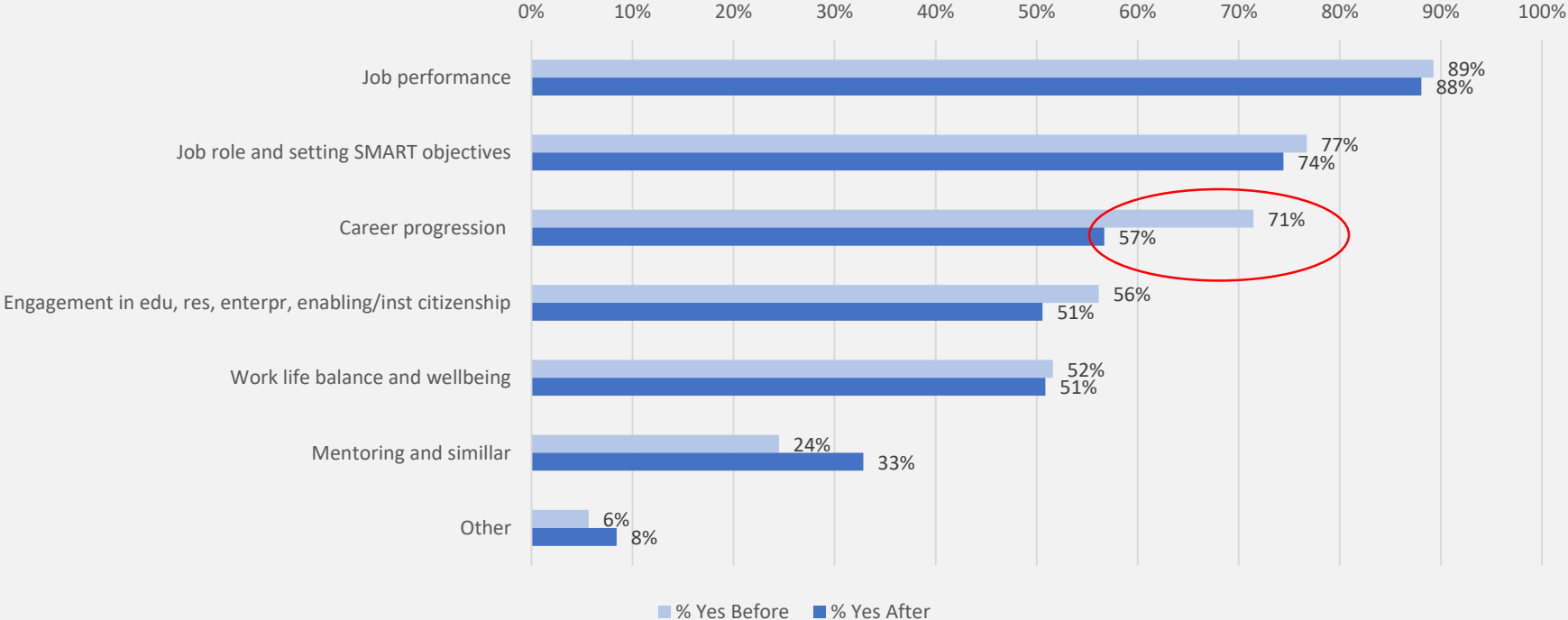
# Staff expectation of appraisal discussion - comparison



# Appraisal discussion – expectation vs actual - FPHS



# Appraisal discussion – expectation vs actual - FPHS



# Comments

Expect: Laying down a 5 year plan (Researcher)

Expect: Review of part time and flexible working arrangements (PSS)

Expect: Support in prioritising areas of work, and balancing clinical versus academic (Clinical academic)

Expect: Nothing useful (PSS)

Expect: I have no positive expectations as I have never received anything positive from any previous appraisal (Academic)

Received: Appreciation for my work and plan for future project (Researcher)

Received: Guidance on career focus (Researcher)

Received: Good discussion about Institute strategy (Academic)

Received: I did not find my appraisal at all useful (Other)

Received: A demotivating 2 hours with no recognition of work carried out (Researcher)