



COMMUNICATIONS WORKERS' UNION

# ITEM 4 EIR PAY & BONUS - Chapter 18

11<sup>TH</sup> BIENNIAL CONFERENCE 2022, ATHLONE



# Pay and Bonus

- **2% July 2022** and **2% July 2023**
- Bonus (**6 Month Outturn**) – in future Jan to Dec. with March Payment date

## Performance Management

- Continues to deliver reward to our members
- €500 voucher payment – tax efficient
- Importance of regular reviews – no surprises

	Rating				
Bus Area2	Values	Does Not Meet Target	Meets Target	Exceeds Target	Grand Total
<b>CORE Networks All</b>	Count of staff	7	117	40	164
	% of Staff	4.27%	71.34%	24.39%	100.00%
<b>Design &amp; Build</b>	Count of staff	15	96	61	172
	% of Staff	8.72%	55.81%	35.47%	100.00%
<b>Service Assurance</b>	Count of staff	88	345	241	674
	% of Staff	13.06%	51.19%	35.76%	100.00%
<b>Service Delivery</b>	Count of staff		18	4	22
	% of Staff	0.00%	81.82%	18.18%	100.00%
<b>Strategic Fibre Programmes</b>	Count of staff		2	1	3
	% of Staff	0.00%	66.67%	33.33%	100.00%
<b>Support Services</b>	Count of staff	3	24	8	35
	% of Staff	8.57%	68.57%	22.86%	100.00%
<b>Transformation and Support</b>	Count of staff		3	2	5
	% of Staff	0.00%	60.00%	40.00%	100.00%
<b>Total Count of staff</b>		113	605	357	1075
<b>Total % of Staff</b>		<b>10.51%</b>	<b>56.28%</b>	<b>33.21%</b>	<b>100.00%</b>



**Thank you**

## **11<sup>th</sup> Biennial Conference**

Sheraton Hotel, Athlone

Wednesday 4<sup>th</sup> May 2022