

ORIGINAL EMAIL

From: UK-FM KNews Sent: Fri 21/09/2007 15:37
To: UK-DL KNews KPMG ALL
Cc:
Subject: 2006/07 bonus allocation: urgent action required - Message from Eddie Donaldson


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Announcement

KPMG LLP (UK)

INTERNAL USE ONLY

Message from Eddie Donaldson

2006/07 bonus allocation: urgent action required

To ensure that salary reviews and bonus awards are linked to performance and that goals are set as we enter a new financial year, we set a deadline for 2006/07 Year End Reviews and Goal-Setting for 2007/08 to be finalised in Dialogue by 30 September 2007.

As previously communicated in KNews and via e-mail, you needed to have your Year End Review for 2006/07 and agreed goals for the year ahead recorded in the Dialogue system by 30 September 2007 to be eligible for bonus for the 2006/07 financial year. This also applied to those in the Business Development Incentive Plan.

We have reviewed the current position of completed Year End Reviews and goals set, and disappointingly this still shows a large number of final reviews and Goal-Setting to be completed. We are concerned that the quality of reviews and Goal-Setting should not be diminished by a rush to meet the end of September deadline but also recognise the importance of ensuring completion takes place to allow the link between review and reward to be maintained.

As a result, the timetable has been amended so that all Year End Reviews for 2006/07 must be finalised and recorded on Dialogue by **Friday, 12 October** at the latest. Failure to meet this deadline will result in a loss of bonus for the relevant staff member.

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All goals for year 2007/08 must be agreed and recorded on Dialogue by **31 October 2007**. Failure to meet this deadline will result in the bonus payment for the staff member being delayed until February 2008.

Please ensure that you achieve these revised dates.

From: UK FM-KNews

Sent: 21 September 2007 15:37

To: UK-DL KNews [KPMG ALL](#)

Subject: **2006/07 bonus allocation: urgent action required** - Message from Eddie Donaldson

2006/07 bonus allocation: urgent action required

“...the timetable has been amended so that **all Year End Reviews for 2006/07 must be finalised and recorded** on Dialogue by **Friday, 12 October** at the latest.

Failure to meet this deadline will result in a loss of bonus for the relevant staff member.

All goals for year 2007/08 must be agreed and recorded on Dialogue **by 31 October 2007**.

Failure to meet this deadline **will result in the bonus payment for the staff member being delayed until February 2008**.

(NB: If the linked documents don't open, try with:



As I reported under **Header 6** of my [17.01.08](#) Grievance – and discuss under **section 8** [KPMG](#)

page - I was made to endure a 10-week wait before finally having what turned out to be 'Part 1' of my so-called 'performance appraisal' on 09.10.07, with my line manager Ceri Hughes, (I secretly recorded the meeting; recording under section 8.1 KPMG pg)...

...and 'Part 2' on 24.10.07, with Peter Bassett, partner, and Kathy Woodhouse, HR (I, likewise, secretly recorded; recording under section 9.1 KPMG pg)...

...leading me to suffer anguish and distress as I was receiving these policy emails.

The deliberate objective was to add to [the criminal psychological harassment regime \(Headers 1.2, 1.8\)](#) they had been dishing out against me since the 13 Feb 07 meeting – from section 3 [KPMG pg](#).

OF NOTE: Of course, in [its PACK OF LIES Defence](#) (includes my Comments) (section 14 KPMG pg) to my [03.04.08](#) Claim (section 12) in the [Employment Tribunal](#) (section 16) – KPMG denied it:

"Para.9 - The Respondent denies that any variations from the normal process or timetable were designed to humiliate the Claimant."

"Para.12(f) – the Respondent denies that the appraisal process was unduly delayed..."

The follow on policy emails were:

- [05.10.07](#) – “line managers are informing people of their promotion”;
- [05.10.07](#) – that there were “only 5 days left to secure your bonus by having your completed appraisal logged on the system by 12 October 2007”;
- [22.10.07](#) – “7 days left to avoid delaying your bonus until February 2008 – by having your completed goal setting form on the system”
- [26.10.07](#) – “Confirmation of salary and bonus awards – During the past week, your partner or line manager will have spoken to you about your salary and any bonus award following this year’s review.

You can now access confirmation of your salary (effective from 1 October 2007) and bonus award...”

Of course, **NONE of the above had been done in my case** – as my review was not on the system.

Then there was the [30.10.07](#) email: “Goal completion deadline extended to 16 November 2007.”

By then, in the light of my so-called 'performance appraisal', I was considering my next move.