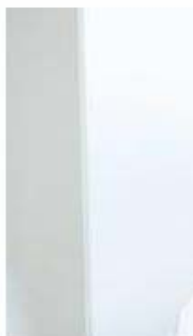


ORIGINAL EMAIL

KPMG Europe – Newsroom

Friday, 05 October 2007

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Promotions and Advancements - message from Colin Cook

I would like to take this opportunity to add my congratulations to all those of you who have been promoted and to those awarded step advancements within grades D and E with effect from 1 October 2007.

I am delighted to announce that altogether 1,471 individuals have been promoted this October and have recently had their promotion confirmed by their Performance Manager or PML.

Functional management teams and PMLs are now working through the process of determining individual salary and bonus awards and this will be confirmed to you in week commencing 22 October. This is in line with the salary review timetable, details of which are available under My Salary on the [MyLife@KPMG](#) website.

Any salary increase will be paid with your October 2007 salary, and any bonus awards made will be paid in your December 2007 salary.

Again, many congratulations and good luck for the year ahead with all the challenges and opportunities that KPMG Europe will bring. It provides us all with the chance to learn from, and work with, many people from different backgrounds and different ideas. I would encourage you in the coming year to seize this opportunity and make the most of an organisation that is 'Better Together'.

[View a full list of all promotions by grade and function.](#)

Published: 05/10/2007

Friday 5 October 2007

Promotions and Advancements – message from Colin Cook

I would like to take this opportunity to add my **congratulations to all those of you who have been promoted... and have recently had their promotion confirmed by their Performance Manager or PML.**

(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; recorded 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 \(Headers 1.2, 1.8\)](#)

The **previous policy email** was on [21.09.07](#):

“...all Year End Reviews for 2006/07 must be finalised and recorded on Dialogue by 12 October at the latest.”

“Failure to meet this deadlines 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”

The **follow on policy emails** were:

- [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, the [30.10.07](#) email communicated a change in the deadline for the goal setting:

“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.

Functional management teams and PMLs are now working through the process of determining individual salary and bonus awards and this will be confirmed to you in week commencing 22 October.

Any salary increase will be paid with your October 2007 salary, and any bonus awards made will be paid in your December 2007 salary.

...the challenges and **opportunities that KPMG Europe will bring.**

It provides all with the chance to learn from, and work with, many people from different backgrounds and different ideas.

“Different backgrounds”: Yeah, those who have the moral fibre and integrity [to implement what we preach](#) (e.g. [my 2004 compliance training record](#) at KPMG), **but do NOT practise** – including the claim that **“Above all, we act with integrity”** – as is glaringly obvious from [my experience with KPMG in 2007, and post my resigning, in 2008.](#)

Then, [we](#), in cahoots with [our ‘brothers’](#) (Persecution # 6), [persecute them](#) for doing that.

I would encourage you in the coming year to seize this opportunity and make the most of an organisation that is ‘Better Together’.