

Rawé, Noëlle

From: [REDACTED] Internal Communication at KPMG
Sent: 05 October 2007 15:49
To: [REDACTED] KPMG ALL
Subject: Message from [REDACTED] - Dialogue year end forms



AUDIT • TAX • ADVISORY

Alert

Message from [REDACTED]

URGENT! Dialogue year end forms: 5 days to secure your bonus

KPMG LLP (UK)
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The Dialogue 12 October deadline is fast approaching - there are only five working days to go...

As previously communicated in KNews and via e-mail, if you do not have your Year End Review for 2006/07 recorded in the Dialogue system by 12 October 2007, you are not eligible to receive any bonus award for the 2006/07 financial year. This also applies to those in the Business Development Incentive Plan.

Failure to meet this deadline will result in a loss of bonus for the relevant staff member. Where any exceptional circumstances, such as continuous sickness absence, have prevented completion, this will be taken into account.

As previously communicated in KNews and via e-mail, if you do not have your agreed Goals for the year ahead recorded in the Dialogue system by 31 October 2007, your bonus will be postponed until February 2008. This also applies to those in the Business Development Incentive Plan.

e-Mail from [REDACTED] 21 September 2007

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Designed and produced by UK Design Services.
Publication Number: 309-679



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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; the recording is under **section 8.1 KPMG pg**)...

...and 'Part 2' on [24.10.07](#), **with Peter Bassett, partner, and Kathy Woodhouse, HR** (I, likewise, also recorded secretly; 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 \(Headers 1.2, 1.8\)](#)

The **previous emails** were:

- [21.09.07](#) – **"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."

- [05.10.07](#) – **"line managers are informing people of their promotion";**

The **follow on policy emails** were:

- [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.