On-Line Staff Review and Development (OSRD) Pilot: Summary of evaluation results

*(54 web survey responses received prior to pilot, 30 responses received post-pilot)*

1. **85% of people wish to continue using the online tool and do not want to return to a paper-based process.**
2. **74% of people have completed the forms on-line** (14% away from Uni or new, 12% not yet put into system)
3. **87% of people have undertaken their essential training assessment**
4. **93% completion rates of essential training** (diversity, data protection, fire, recruitment)
5. **65% of people found the appraisal form easy to complete.** Bearing in mind the form used by Bristol in the pilot was a first-stab developmental version with a number of known usability issues, we would consider this a good result.
6. **The percentage of people who said they understood the goals of their department jumped from 38% pre-pilot to 68% post-pilot.**
7. **The number of people who said they had no idea of their departments wider goals dropped from 22% pre-pilot to 0% post-pilot.**
8. **The percentage of people who felt they found the review process helpful in establishing how their role fits into the wider department objectives increased from 31% pre-pilot to 56% post-pilot.**
9. **23% of people found the new system made setting goals and objectives more difficult.** This is expected, as the new system forces individuals to think about their goals in more detail and introduces the whole concept of cascading goals. Linked to this result, **68% of people considered the new system to be quite or very helpful in supporting the setting of goals.**
10. **The time individuals thought it took them to complete the review form was similar for the paper-based and the online review.** This means that the organisational benefits can be delivered with no increase in the time taken to complete the forms. In fact, it is likely that in in future years the time to complete the form online will decrease as a number of one-off processes required only during the first use will have been completed.
11. **76% of people found the new system helpful in finding out what essential training needed to be undertaken.**