

Job Evaluation Programme – Update

Report of the Director of Personnel and Performance

1. Background/Introduction

The job evaluation project has now closed, with the attention now turning to resolving appeals and measuring new/changed jobs. Compensation and arrears payments were paid out in April, as planned, to the great majority of staff who were due such payments.

2. Appeals

The deadlines for registering appeals passed with just over 2000 non-school appeals and 850 school appeals having been lodged. The JE team are now working through a programme to address these in order of priority according to business risk. This will take some months to complete and will be affected by other demands of the finite JE resource.

3. Grievances

Inevitably with such an exercise that impacts on pay and grading, a number of staff, whilst not necessarily wanting to appeal against the size of their job, will nevertheless feel aggrieved. Issues such as the amount of compensation and length of service dates (which affects entitlement to compensation) will cause staff to register a grievance. It is fair to say that this area of work is prevalent at this time with payments having just gone out to staff, to the extent that the appeal programme could be affected. Additional resources from within Employee Relations are being directed to assist the JE team.

4. New/Changed Jobs

Now that job evaluation has been implemented, the culture of equal pay is here to stay and that applies to new and changed jobs wherever organisational change is happening. At the last Scrutiny meeting, reference was made to manager guidance and a flow chart is attached to this report by way of illustration as to how that process will be embedded.

5. Moving Forward

The introduction of a new pay and grading scheme, based on measuring jobs in a way that satisfies equal pay legislation, is a significant milestone arising from the single status agreement from ten years ago.

There will be a lengthy period of culture change, for both managers and staff to come to terms with these changes. To keep it in perspective, a large proportion of staff (39%) have seen salaries increase; a substantial number (50%) have seen no decrease and a relatively small

group (11%) have had to have salaries protected. The silent majority will be drowned out by those who feel that the process was incorrectly applied and/or aggrieved at the package of measures negotiated to enable all of this to happen. It would be easy to dwell on the perceived failings in the ensuing months whilst appeals and grievances are addressed.

I would look to the Scrutiny Committee to keep in mind the perspective and acknowledge the overall success of a difficult and substantial piece of work.

Heather Barnes

Local Government Act 1972

List of Background Papers

Job Evaluation – New Jobs Process

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