

REPORT TO: Corporate Services Policy and Performance Board

DATE: 3rd June 2009

REPORTING OFFICER: Strategic Director – Corporate and Policy

SUBJECT: Job Evaluation - Appeals

WARDS: Borough-wide

1.0 PURPOSE OF THE REPORT

- 1.1 To provide a progress report on the hearing of the appeals received following the implementation of the National Job Evaluation Scheme.

2.0 RECOMMENDED:

- 2.1 That the content of this report be noted.

3.0 SUPPORTING INFORMATION

- 3.1 The Council implemented the outcomes of the pay and grading review at the end of January 2008. All affected employees were given the right to appeal if they were unhappy with the grade outcome and a total of 446 appeals were received.
- 3.2 These appeals covered 900 employees and members were previously provided with an analysis of appeals in terms of whether they were informal or formal appeals, if the post holder had gone up, down or stayed the same in February 2008.
- 3.2.1 In terms of formal appeals 375 were received and a small, joint team of Personnel Officers and Trade Union representatives was established on a part time basis to sit on the appeals panels along with senior managers from the Authority. Each panel is advised by a JE advisor/Assistant Personnel Officer
- 3.4 Managers were trained to undertake this role and share this workload across all Directorates and a decision was taken to hear the appeals on a Directorate by Directorate basis, starting with the Directorate which had received the most appeals.
- 3.5 The panels commenced hearing appeals in early November 2008 and to date have heard 114 appeals covering the Health and Community Directorate and commenced the appeals for the Environment Directorate. There are a few appeals outstanding from the Health and Community hearings which had to be re-arranged, following which employees will be written to with the outcome of the appeal.

3.6 There are approximately 331 appeals outstanding (at date of writing this report) and working on the experience of the JE Team to date, allowing for cancellations/ staff holidays etc, it is anticipated that the process will be complete by March 2010.

4.0 POLICY IMPLICATIONS

4.1 None

5.0 RISK ANALYSIS

5.1 Undertaking the Pay and Grading Review will potentially reduce the financial implications of the failure to eradicate any discriminatory pay practices from the Councils current pay arrangements.

6.0 EQUALITY AND DIVERSITY ISSUES

6.1 The Council is better protected from future challenge of equal pay based on gender through the action it has taken by undertaking a Pay and Grading review.

7.0 FINANCIAL IMPLICATIONS

7.1 The Council has made provision over recent years through the medium term financial planning process to deal with the eventualities of the Pay and Grading.

8.0 IMPLICATIONS FOR THIS COUNCIL'S PRIORITIES

The completion of the Review will greatly assist the efficient carrying out of the Council's business.

8.1 LIST OF BACKGROUND PAPERS UNDER SECTION 100D OF THE LOCAL GOVERNMENT ACT 1972

There are no background papers under the meaning of the Act.