

**PEAK DISTRICT NATIONAL PARK AUTHORITY**

**URGENT BUSINESS ITEMS SUB-COMMITTEE**

**23 JUNE 2000**

**REPORT OF THE ASSISTANT NATIONAL PARK OFFICER - SECRETARY & SOLICITOR**

**PART B**

**EXEMPT INFORMATION**

**NOT FOR PUBLICATION**

**1. LOCAL GOVERNMENT JOB EVALUATION SCHEME AMENDMENTS (A.12/RMM)**

This report contains information relating to a particular employee and is exempt information under paragraph 1 of Schedule 12A Local Government Act 1972.

**Purpose of Report**

- 1.1 This report advises Members of the outcome of work which has been undertaken in the last two months on reviewing the implications of amendments received to the Local Government Job Evaluation Scheme. An urgent item is required, as confirmation needs to be sent to the postholders affected prior to any appeals being considered by the Job Evaluation Appeals Panel. The Chair of Resources Committee has agreed that an Urgent Items Sub Committee should consider the matter because reporting cannot wait until the next planned Resources Committee on 21 July.

**Policy Base**

- 1.2 Previous committees have agreed that our work on job evaluation should follow the nationally agreed Local Government Scheme. The results of this work were reported to the Local Joint Committee in November (Minute 6/99) and then subsequently to a Special Resources Committee in December 1999. Since completing this work amendments have been issued to the national scheme. These were received in March 2000.

**Implications of Amendments to the Local Government Job Evaluation Scheme**

- 1.3 At the request of the Single Status Working Group, Job Evaluation Panel members have been reviewing the implications of the changes for all posts. The Personnel Manager can now confirm:
- (a) The amendments at National level have reinforced some of the local conventions developed. This has been encouraging as it confirms that we were not the only ones with difficulties in interpreting some aspects of the scheme and our solutions have now been endorsed
  - (b) Some local conventions have had to be reviewed in order to prevent 'double counting' with the amendments (ie the postholder being credited twice under different factors for the same demand)
  - (c) All posts have been reviewed to check the implications of the amendments. This review will continue for all posts (in order to double check) as part of the Appeals process but findings so far include:



two posts have been favourably affected and have moved into a new band subject to Committee endorsement. These postholders (who had previously been adversely affected) have been verbally advised and are awaiting the results of this Committee

some posts have been favourably affected and scores for these posts have increased but insufficiently to move to another grading band

some posts have been unfavourably affected (because we have had to review what has turned out to be a generous local convention now that clarification has been received) and scores for these posts have gone down but insufficiently to move to another grading band

#### Change in Grade for Two Posts

- 1.4 The two posts which have been favourably affected are the Programmes Administrator Rural Development and the Interpretation Officer posts. These posts had originally been placed in grade F and grade H respectively. The new grades will now be grade G and grade I. This restores the postholders to their previous position before the original results were announced. In addition the Interpretation Officer postholder will receive an additional increment due to the new grading structure.

#### Financial Consideration

- 1.5 As these postholders are entitled to salary protection at present the extra costs for this outcome is the additional increment now payable to the Interpretation Officer postholder. The other postholder will also now be able to proceed with incremental progression to the top of her original grade. Both posts are fixed term contract posts and are primarily (although not totally in the case of the Interpretation Officer post) funded from external sources. The cost of the additional increment is £550 which will be partly externally funded and partly funded from the contingency put aside for the Appeals process.

#### Consultations

- 1.6 The Single Status Working Group is aware of this work and outcome. The Financial Services Manager has been consulted on this report. The Chair of Resources Committee has been consulted on the issues. Postholders affected and line managers have also been consulted. A letter has been drafted to send to all staff after this Committee advising them of the results of this work.

#### **RECOMMENDATION:**

1. **That the work, which has been undertaken to review the amendments to the Local Government Job Evaluation Scheme, be noted.**
2. **That the grade of the Programmes Administrator Rural Development be changed from grade F to grade G from 1 January 2000.**
3. **That the grade of the Interpretation Officer be changed from grade H to grade I from 1 January 2000.**

#### List of Background Papers (not previously published)

Nil