



NOTTINGHAMSHIRE
Fire & Rescue Service
Creating Safer Communities

Nottinghamshire and City of Nottingham
Fire and Rescue Authority
Human Resources Committee

REGRADING OF POSTS

Report of the Chief Fire Officer

Agenda Item No:

Date: 23 October 2009

Purpose of Report:

To notify Members of applications considered by, and outcomes of, the Job Evaluation Panel in respect of changes to the permanent non-uniformed establishment, during the period January to June 2009 (inclusive).

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1. BACKGROUND

- 1.1 At its meeting on 28th March 2008, the Human Resources Committee resolved that authority be delegated to the Chief Fire Officer, to implement grading decisions arising from the application of the Job Evaluation Scheme.
- 1.2 It was agreed that quarterly summary reports of re-grading decisions would be submitted to the Committee for information.

2. REPORT

- 2.1 The Job Evaluation Panel has considered 1 application for grading review. This was a management submission arising from a change to duties.
- 2.2 The outcomes of the review is as follows:

Post title	Reasons	Outcome
HR Administrator (attendance team)	Management submission (vacancy)	Regrade from Grade 3 to Grade 1

- 2.3 Additionally, 3 job descriptions for new posts have been evaluated during the period. Separate reports will be submitted to Committee for approval if these new posts become established.
- 2.4 No appeals have been heard during this period.

3. FINANCIAL IMPLICATIONS

- 3.1 At the last Human Resources Committee it was reported that the balance in the Job Evaluation contingency stood at £8,660. The outcome of the regrading of the HR Administrator (0.5 full time equivalent post) results in a saving of £3,080 in 2009/10. This is a part-year saving – the full year amount is £5,275.
- 3.2 The part year saving will be added back to the Job Evaluation contingency, to give a balance of £11,740. The full year saving will be taken account of in the budget process for 2010/11 onwards.

4. HUMAN RESOURCES AND LEARNING AND DEVELOPMENT IMPLICATIONS

The job evaluation process has been agreed following detailed negotiation with UNISON and constitutes a collective agreement under the Contracts of Employment of employees covered by the NJC for Local Government Services. The adoption of the NJC Job Evaluation Scheme would be a mitigating factor in any equal pay claim.

5. EQUALITY IMPACT ASSESSMENT

An equality impact assessment has been undertaken as part of the consultation on the Grading Policy.

6. CRIME AND DISORDER IMPLICATIONS

There are no crime and disorder implications arising from this report.

7. LEGAL IMPLICATIONS

There are no legal implications arising from this report.

8. RISK MANAGEMENT IMPLICATIONS

The Job Evaluation Scheme reduces the risk of successful equal pay claims, by applying a jointly agreed and validated job analysis system to the grading structure.

9. RECOMMENDATIONS

That Members note the contents of this report.

10. BACKGROUND PAPERS FOR INSPECTION (OTHER THAN PUBLISHED DOCUMENTS)

None.

Frank Swann
CHIEF FIRE OFFICER