



**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

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**Agenda Item No:**

**Date:** 15 April 2011

**Purpose of Report:**

To notify the Committee of applications considered by, and outcomes of, the Job Evaluation Panel in respect of changes to the permanent non-uniformed establishment, during the period October to December 2010 (inclusive).

## CONTACT OFFICER

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## **1. BACKGROUND**

- 1.1 At its meeting on 28 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 not considered any management or employee submissions for grading review during period.
- 2.2 No appeals have been during this period.

## **3. FINANCIAL IMPLICATIONS**

- 3.1 The job evaluation contingency for 2010/11 is £19,003.
- 3.2 The balance remaining in the job evaluation contingency is £16,615.

## **4. HUMAN RESOURCES & LEARNING AND DEVELOPMENT**

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**

The agreed job evaluation process is part of the mechanism Nottinghamshire Fire and Rescue Service uses to comply with the requirements of employment law.

## **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**