



NOTTINGHAMSHIRE
Fire & Rescue Service
Creating Safer Communities

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

REGRAIDING OF POSTS

Report of the Chief Fire Officer

Agenda Item No:

Date: 27 January 2012

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 2011 (inclusive).

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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 submissions for grading review in the review period.
- 2.2 No appeals have been heard during this period.

3. FINANCIAL IMPLICATIONS

- 3.1 The job evaluation contingency for 2011/12 is £36,615.
- 3.2 The balance remaining in the job evaluation contingency is £34,578.

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. EQUALITIES IMPLICATIONS

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