



**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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**Date:** 7 February 2014

**Purpose of Report:**

To notify the Human Resources 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 2013 (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 been required to consider any applications in the review period.
- 2.2 No appeals were heard during the review period.

## **3. FINANCIAL IMPLICATIONS**

The job evaluation contingency fund stands at £10,013 at the end of December 2013.

## **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**

It is recommended that the content of this report is noted.

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

None.

Frank Swann  
**CHIEF FIRE OFFICER**