

Job evaluation scheme almost finalised

The new job evaluation scheme has almost been finalised.

When it is all posts which were subject to Focus Groups and job questionnaires will be evaluated and the points scored will be used to assess the new grade for the job.

Posts which were not part of the above process will have the Job Description matched to a Job Profile which will be evaluated and the points of the Profile will determine the new grade for the job.

Members who are to be subject to the allocation process should ensure that the Job description to be matched is up to date and should ensure that their line manager involves them in this process.

Appeals

We are close to finalising an Appeal Procedure for the Job Evaluation exercise and once all posts have been assessed, you will be advised of the point score and new grade for your post.

If you believe that this has been incorrectly assessed then you should approach your local steward to discuss possible grounds of appeal.

The Branch will then progress appeals through this procedure, a copy of which will be made available to you.

New Grade & Pay Structure

The Council are proposing a new grading structure of 10 Grades to replace all existing Manual, APT&C and Technical etc grades.

Each grade has a points value attached to it e.g. Job Evaluation score 251-300 results in Grade 2 and all jobs with this score will be in Grade 2.

We are still discussing this proposal and there are a number of outstanding issues to

be resolved amongst which are:

- number of grades
- size of each grade
- where people will be placed on new grade
- progression through the new grades

Pay Protection

It is a fact that a number of people will gain as a result of evaluation because their new grade is higher than their old grade.

We cannot, however, ignore the fact that people will lose money because the new grade is lower or because they are no longer going to receive bonus payments.

Whilst there will be a three year protection period we are aware that this loss for many will be difficult to cope with once this period ends.

We are therefore arguing for ways that this can be kept to a minimum by seeking commitments from Council on the introduction of Job Redesign and Career Development Schemes.

Performance Review & Development

The Branch has lodged a dispute regarding the introduction of this Scheme and until such time as this is resolved members should not participate in any review meetings.

Conditions

The Council want to start negotiations on harmonising the following:

- working week & working hours
- working time payments (shifts, overtime, etc)
- standby & call out payments
- holidays
- monthly pay

Job Evaluation - the background

In 1999 members voted in a ballot for a new deal with councils across Scotland called 'Single Status'.

Every job in local government was to be evaluated through a recommended national job evaluation scheme.

The scheme would assess jobs equally and fairly on agreed and transparent criteria. You know why your grade is what it is.

After years of delay, talks eventually started in Edinburgh and UNISON members voted to negotiate on a scheme.

THIS IS AN UPDATE ON PROGRESS

- incentive schemes
- career/salary schemes

Once these negotiations start you will be provided with regular updates.

Equal Pay

The Branch is currently looking at 3 groups of claims:

We have already lodged Tribunal claims for a large group of manual members who refused to accept compensation offers from the council. These offers were rejected as they did not equate to the back monies which should be paid and the hourly rate was not amended.

We are now following up further claims for those who took the initial compensation offer and, due to qualifications in the acceptance, can now submit a claim.

The last group is the large number of low paid members in APT & C posts.

This will be a major task for us to administer and we will shortly be recruiting dedicated staff to progress these claims.