

**Devon and Cornwall Police Authority HR Committee**

**11 June 2008**

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Report of Chris Haselden, Director of Human Resources

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## **Job & Grading Review**

**Recommendation:**

**The Committee to note the current position and consider any further action required at this time.**

### **Introduction**

This report sets out the current position in the continuing preparation for undertaking a job and grading review for police staff roles.

### **Background Information**

The first draft of the Project Initiation Document (PID) is to be completed by the end of May for submission to the Director of Human Resources. The PID will include the scope, main activities, timetables and governance arrangements.

Full account is being taken of the Penn Report into the previous job evaluation exercise in preparing the proposals for the future exercise.

Once completed, the PID will be presented to the Committee for consideration.

Since the previous job evaluation exercise, the National Police Staff Council has endorsed a new 13 factor job evaluation scheme for use by forces. This is being examined as to its potential use for the forthcoming review.

In order to provide a more comprehensive outcome in relation to the overall employment position of police staff, consideration is being given to the coverage of other closely related elements of employee relations' issues, for example total reward, career progression, and performance. The conclusion of these considerations will be reflected in the scope of the job and grading exercise.

Discussions have been held with other organisations in Devon and Cornwall that have recently or are currently undertaking a job and grading review. These discussions have enabled the force to gain the recent experiences and learning of these organisations, which will be taken into account in the proposed approach for this force.

In addition to Avon and Somerset Constabulary who have recently undertaken a job and grading review, it is understood that one or more of the other forces in the South West region are contemplating commencing a job evaluation exercise. We are making contact with them to find out what their plans are and to assess the potential scope for collaboration.

### **Equal Pay Review**

A "desk based" equal pay review is being carried out by the Hay Company prior to the commencement of the job and grading review to assess any equal pay issues.

## **Agenda No 10**

Hay was provided with the required information on schedule (early May) and the report from them is to be provided by end June.

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Sponsored by Chris Haselden