

**Devon and Cornwall Police Authority HR Committee**

**17 September 2008**

Open for the purposes of FOI

Report of Chris Haselden, Director of Human Resources

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## **Job & Grading Review**

**Recommendation:**

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

### **Introduction**

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

### **Background Information**

2. The first draft of the Project Initiation Document (PID) is at the stage where a decision requires to be made concerning which JE scheme is to be used before the draft can be completed. The PID will include the scope, main activities, timetables and governance arrangements.
3. Full account is being taken of the Penn Report into the previous job evaluation exercise in preparing the proposals for the future exercise.
4. Once completed, the PID will be presented to the Committee for consideration.
5. Research is being undertaken regarding the current situation in the other 42 forces regarding their actions concerning Job Evaluation.
6. 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.
7. 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.
8. 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.
9. It is understood that Avon and Somerset Constabulary have achieved the job rankings for their force but an impasse has been reached with the unions concerning the pay and grading arrangements.

### **2012 Strategy**

10. In accordance with the Strategy to become a Top Performing Force by 2012, the implementation of the job and grading project is scheduled for completion in March 2011.

**Equal Pay Review**

11. A “desk based” equal pay review was carried out by the Hay Company prior to the commencement of the job and grading review to assess any equal pay issues. The report has now been received but there are a number of queries to be resolved.

Contact: for further information

Name: Janet Teece

Job Title: HR Manager

Telephone: 01392 452825

E-mail: [janet.teece@devonandcornwall.pnn.police.uk](mailto:janet.teece@devonandcornwall.pnn.police.uk)

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