

Devon and Cornwall Police Authority Human Resources Committee
8th November 2006
Open for FOI
Joint Report of Director of Human Resources and the Chief Constable

Job and Grading Review

Recommendation(s):

(i) The Committee is asked to note the attachment.
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Summary

1. Information flow diagram regarding the Job and Grading scheme showing the responsibilities and accountabilities. This is shown in appendix D and is attached for the member's update.

Contact: for further information

Nigel Holt

Director Human Resources

Telephone: 01392 452262

E-mail: Nigel.holt@devonandcornwall.pnn.police.uk

Appendix D

It is understood that this is a complex programme involving many different stakeholders however as detailed in section 2 (See attached) of the paper assignment of accountability is key.

The Police Authority retains overall accountability and control of the programme including its strategy and outcomes. It achieves this through active involvement and representation on the JAG steering group, in addition it reviews and monitors the progress of the JAG programme through the Police Authority HR Committee, Police Authority Remuneration Committee and full Police Authority meeting structure.

The Force management are responsible to the Police Authority for the effective delivery of the programme and will recommend to the Police Authority for consideration the remuneration and grading strategy. It will achieve this through the formation of a JAG programme working group with a programme leader and Programme team.

To achieve greater impartiality and expertise a JAG programme Steering Group will quality assure, question, steer and advise the JAG Programme Working Group with representatives from the Police Authority, management, union / staff representatives, ACAS representatives and external experts as required.

Strategic decisions can be determined as follows:

- 1) JAG Programme Working Group – recommend
- 2) JAG Programme Steering group (including Police Authority) – advise
- 3) Force Management Board – recommend or reject
- 4) Police Authority HR Committee – recommend or reject
- 5) Police Authority – Final approval or reject
- 6) JCC/JNC – consult / negotiate