

**Devon and Cornwall Police Authority
16 February 2007**

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Report of the Director of Human Resources and the Chief Constable

Job and Grading Review – An update

Recommendation(s):

- (i) **The Authority to note the contents of the report.**

Introduction / Summary

1. The Police Authority asked to be kept regularly updated on the progress of the Job and Grading review.
2. This is the first of these updates
3. The purpose of this report is to provide an overview of the HR programme of work in support of the JAG programme.

Background Information

4. Following the Police Authority decision to proceed with the Job and Grading programme the proposals were taken to the JCC/JNC in October 2006 and approved. An announcement went out to all force staff about this decision in late October 2006. There was little adverse reaction and most comments from staff and representatives were supportive.
5. The Force has since advertised externally and internally for an experienced person to lead the JAG project team and we are awaiting the results of this recruitment.
6. In the meantime the ACAS JAG Steering Group has reviewed a number of job analysis schemes to consider which is the most fit for purpose. To help arrive at the best decision it has been decided that the two schemes considered the most appropriate to consider should be piloted across a sample of around 15 generic jobs. These are the HAY/MSL scheme and London & Provincial scheme, both are used extensively across major organisations. The intention is to assess the results of the pilot and recommend to the force and police authority the most suitable for implementation.
7. Once the most appropriate scheme is chosen a further decision will then need to be made over the most appropriate external consultancy support.
8. After these key decisions are made the JAG project team will recommend the implementation timetable covering all areas of the force over the next three years with anticipated completion in 2009. In 2009 it is planned that the force will then ask the unions to ballot staff on the final arrangements before any implementation at the same time as a large scale communication campaign with staff over the scheme.
9. A new Reward strategy will be prepared for consideration at the next HR committee meeting in April 2007.

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