



AGENDA ITEM: 10

NORTH WALES FIRE AND RESCUE AUTHORITY

18th October 2010

JOB EVALUATION

Report by Ruth Simmons, Assistant Chief Fire Officer

Purpose of Report

- 1 This report is to inform Members of the outcomes and conclusion of the job evaluation project. This process has involved all employees of the Fire and Rescue Authority conditioned to the National Joint Council Green Book, usually known as support employees. This group includes community fire safety roles such as the Practitioners and Home Safety Support team.

Introduction

- 2 In 1997, the National Single Status Agreement committed local authorities to review their local pay arrangements to achieve single status employment. This included the setting up of fair and non-discriminatory grading structures at a local level to integrate former APT&C and former Manual Workers. It was indicated that the best way to achieve this was through the use of pay evaluation. North Wales Fire and Rescue Service undertook such a review in 2001
- 3 In line with best practice the Service undertook an Equal Pay Audit in 2007. As part of the early recommendations of the Audit, the Service was guided by its legal advisers to conduct a re-evaluation of the job evaluation process and implement a new pay and grading structure based on the NJC Salary Scale points. The Service was also advised that the posts funded by the Welsh Assembly Government should be incorporated into the job evaluation scheme in order to ensure fairness and consistency across all Green Book employees.

Information

- 4 To assist in the implementation of the job evaluation process North Wales Fire and Rescue Service secured a Collective Agreement with the representative bodies incorporating a Job Evaluation and Pay Policy, a new Pay and Grading Structure and an agreed implementation date effective from 1st April 2009. The agreement included a pay protection provision of three years from the implementation date for individuals occupying posts that were downgraded. The Unions independently balloted their members in July 2010 and having accepted a positive outcome from the ballot the Unions have observed the evaluation process and participated in the subsequent appeal hearings.
- 5 The total number of Green Book employees whose posts have been subject to the job evaluation process is 144. This number is made up of 88 females and 56 males. The numbers of actual post evaluated is 60. Twenty posts were benchmarked.

Outcomes

- 6 The effect of the job evaluation process on employees by gender is as follows:
 - the total number of employees whose post will be **reduced in grade** is 11, 3 of which are female and 8 males.
 - the gender composition of those employees whose post is **staying at the same grade** is 45 females and 26 males.
 - employees whose grade will be **increased** following job evaluation are made up of 40 females and 22 males.
 - the total number of Employees who will be reduced in grade is 11 (7.63%).
 - the total number of Employees who will remain on the same grade is 71 (49.30%).
 - the total number of Employees whose grade will be increased is 62 (43.05%).

- nine posts funded by the Welsh Assembly or funded jointly with North Wales Police were also evaluated.

Conclusion

- 7 At its meeting on 16th June 2008 the Authority was notified that the job evaluation project was about to commence. Subsequently the Executive Panel was informed on 16th November 2009 that an additional provision of £169,125 had been put aside to meet the predicted increases and back pay. Following the conclusion of the process it can now be confirmed that there is a sufficient amount in the provision to meet our current commitments.

Recommendation

- 8 Members are asked to:
 - a. Acknowledge the extensive process undertaken and the successful outcome; and
 - b. Note the financial implications of the exercise, both for the current and future years.