



AGENDA ITEM: 17

NORTH WALES FIRE AND RESCUE AUTHORITY

16th June 2008

JOB EVALUATION

Report by Dawn Docx, Assistant Chief Officer (Resources) and Ruth Simmons, Assistant Chief Officer (Organisational & People Development)

Purpose of Report

- 1.** This report is to inform Members of the need to undertake a job evaluation exercise. This will involve all employees of the Fire and Rescue Authority employed on green book conditions, usually known as support staff.
- 2.** The report will set out the timescales of this project and how it is to be resourced.

Introduction

- 3.** In 1997, the National 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 2000.
- 4.** However once the review was completed, the job evaluation steering group was disbanded and because of changes in post holder over the years the process has not been adequately maintained and quality assured.



Introduction *(continued)*

- 5.** A number of posts have changed substantially or have been replaced since 2000 and, in consultation with the representative bodies, it has been decided that it is prudent to re evaluate the 135 support staff in order to be fair to our employees and to ensure that the Authority is protected from any future equal pay claims.
- 6.** The project is being managed by the equalities officer who played a key role in the original review.
- 7.** An experienced, full time job evaluator has been employed on a temporary contract for six months. This position has been funded by delaying recruitment to a fire safety post.
- 8.** Because this is, on the whole, a re evaluation exercise it is not expected that there will be major changes to salaries, but any financial implications will be presented to Members as part of the budget process in the Autumn.
- 9.** Agreement has been reached with the representative bodies that any increase in pay will commence on 1st April 2009 and for any reduction in grade there will be a pay protection policy.

Conclusion

- 10.** Members are asked to note the reasons why it is important to undertake this job evaluation exercise and that any financial implications will be reported to them as soon as they become available.