

REGULATORY COMMITTEE

6<sup>th</sup> February 2002

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**JOB EVALUATION APPEALS PANELS**

1. Most non-teaching posts within the County Council are locally graded by a system of job evaluation.
2. Under the “Rules of the Scheme” an individual who has applied to have his/her job re-evaluated has a right of appeal against the outcome to a joint Job Evaluation Appeals Panel.
3. Each Appeals Panel is “four strong”, i.e. two members who previously were also Members of the “sponsoring” committee (e.g. Corporate Services Sub-Committee and its predecessor) and two Unison nominees. Under the new political arrangements it falls to the Regulatory Committee to nominate Members to serve on the joint JE Appeals Panel.
4. During the last County Council a number of members were trained to participate in job evaluation appeals. Currently, there are four members of the County Council so trained (i.e. Mr. Atfield, Miss de Rhé-Philipe, Mr. Sturgis and Mrs. Taylor). Of these, only Mr. Atfield is currently a member of the Regulatory Committee.
5. In recent years the number of appeals has been small. The joint JE Appeals Panel has only had cause to meet on two or three occasions in the past year. Membership of any particular panel has been determined on the basis of “availability”.
6. There are a small number of appeals registered and therefore waiting to be heard. There are, however, insufficient members on the Regulatory Committee trained to enable the County Council “to field a team”.
7. It is proposed therefore that the Regulatory Committee:
  - (1) agree that those members already trained be eligible to continue as County Council representatives on the Job Evaluation Appeals Panel (irrespective of whether they are members of the Regulatory Committee).
  - (2) nominate a small number of additional members of the Regulatory Committee to undergo training organised by the Director of Corporate Services to enable them to be members of the Appeals Panel. (Training is normally joint with UNISON, which itself wishes to train a few more representatives.)

PETER SMITH

Director of Corporate Services

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Unpublished documents relied upon in the production of this report: NONE

Environmental impact of the recommendations contained in this report: NONE