

PERSONNEL BOARD

Minutes of a meeting of the Personnel Board held on Monday, 16 March 2009 at 5.00 pm in Committee Room 3, Civic Offices, Telford

PRESENT: Councillors J.M. Seymour (Chairman for the meeting in the absence of Cllr A.J. Eade), R.K. Austin, S.P. Burrell (substitute for A. Lawrence), C.F. Smith (substitute for U.E. Sambrook) and V. Tonks

Officers - S. Wellings (Chief Executive), D. Johnson (Head of Human Resources), A. Turner (BETP Project), W. Bridgwater (BETP Project), J. Harris (HR Manager) and P. Smith (Senior Democratic Services Officer)

PEB-11 MINUTES

RESOLVED – that the minutes of the meeting of the Personnel Board held on 12 September 2008 be confirmed and signed by the Chairman.

PEB-12 APOLOGIES FOR ABSENCE

Councillors A.J. Eade, A. Lawrence and U.E. Sambrook

PEB-13 DECLARATIONS OF INTEREST

Councillor R.K. Austin declared a personal interest in agenda item 5 – Beyond Excellence Through People: Job Evaluation – as a member of the Unite trade union.

PEB-14 EXCLUSION OF PRESS AND PUBLIC

RESOLVED – that the press and public be excluded from the meeting for the following item of business on the grounds that it involved the likely disclosure of exempt information, as defined in paragraph 4 of Part 1 of Schedule 12A of the Local Government Act 1972.

PEB-15 BEYOND EXCELLENCE THROUGH PEOPLE (SINGLE STATUS) – JOB EVALUATION

The Head of Human Resources presented a report which informed Members of the outcome of the independent review of the Council's application of the NJC job evaluation scheme, and outlined a recommendation from Corporate Directors Board to adopt the Hay job evaluation scheme for senior management posts.

The key finding of the independent review was that the Council needed to adjust the treatment of some local conventions in order to bring the job evaluation data closer in line with NJC technical advice and the principles of equality. The recommendations from the review were implemented between October 2008 and January 2009. The revised data had been considered by

the Joint Consistency Panel, and approved by Corporate Directors Board for use in pay modelling.

Running alongside the above work, an in-depth trial of the Hay job evaluation scheme had been undertaken to ascertain whether a mix of schemes provided greater clarity to evaluate the full range of roles within the Council that came under the NJC agreement. The principles of the Hay scheme, and details of the trial, were presented to Members, along with comparisons of the results to the data from the NJC scheme for those posts sampled. There were a number of positive outcomes from the trial to suggest that the Hay scheme would be effective in measuring the demands of senior management posts. The trial provided an indication of criteria for a potential scheme boundary between the NJC and Hay schemes. However, further sampling needed to be carried out to verify this.

Members asked a number of questions relating to the trial of the Hay scheme, and further information was provided on the scheme, the advice that had been received on its operation, and the projected timescale for any implementation.

RESOLVED –

- (a) that the outcome of the independent review and Corporate Directors Board decision to use the adjusted NJC data for pay modelling be noted;**
- (b) that the recommendation from Corporate Directors Board to adopt the Hay job evaluation scheme for senior management posts be approved.**

The meeting concluded at 5.40pm

Chair.....

Date.....