

## ANGUS COUNCIL

## PERSONNEL &amp; PROPERTY SERVICES COMMITTEE - 2 MAY 2000

## SCOTTISH COUNCIL SINGLE STATUS JOB EVALUATION SCHEME

## REPORT BY DIRECTOR OF PERSONNEL

**Abstract**

Members of the Personnel & Property Services Committee are asked to adopt the Scottish Council's Single Status Job Evaluation Scheme for implementation within Angus Council.

**1. RECOMMENDATION(S)**

The Committee:

- 1 Agree to adopt the Scottish Council's Single Status Job Evaluation Scheme for implementation within Angus Council
- 2 Agree that the scheme will be implemented in line with a timetable developed in consultation with the Trade Unions
- 3 Note the Director of Personnel's intention to submit a further report on the resource implications of implementing this project.

**2. INTRODUCTION**

On the 31 August 1999, the Director of Personnel submitted a report (862/99) to the Personnel & Property Services Committee outlining the implications of the Single Status Agreement and indicating that further reports would be brought forward on the subject when required. Since then discussions have been ongoing at national level with the joint trade unions regarding the implementation of the agreement including job evaluation. Work has now been completed on behalf of the consortium of all Scottish authorities to modify the National Joint Council Job Evaluation Scheme for application to the Scottish Local Government job population.

**3. JOB EVALUATION SCHEME**

At the meeting of the Scottish Joint Council on 20 April 2000, the Scottish Council Single Status Job Evaluation Scheme was submitted and agreed as a recommended scheme for Scotland. The final version of the scheme has been forwarded to every Council as all contributed to the financing of its development.

The Single Status Agreement refers to the assimilation of all former APT&C and Manual Workers onto a new spinal column by April 2002 following job evaluation. It is therefore important that Elected Members agree to the adoption of this scheme for implementation within Angus Council so that early discussions can take place with the Chief Officers and the Trade Unions regarding the timescale for its implementation.

An initial benchmarking and cost modelling exercise will be carried out to establish the overall cost implications of the exercise for the paybill. The estimated cost implications of implementing the Job Evaluation Scheme will be reported to Committee prior to the scheme being rolled out to all departments.

## **Resource Requirements for Implementation**

Though Job Evaluation will be carried out using the computerised version of the scheme, it is still a substantial exercise to evaluate all former APT&C and Manual Worker posts, some 3200 employees are in approximately 700 discreet posts. Even allowing for local flexibility, there are additional resources required to carry out the work within the timescale outlined in the Single Status Agreement.

The Director of Personnel will, therefore, submit a further report to Personnel and Property Services Committee on the resource implications of this project.

### **4. FINANCIAL IMPLICATIONS**

As indicated once an initial benchmarking and cost modelling exercise has been carried out the estimated financial implications of implementing the scheme across all departments will be reported to Committee.

### **5. CONSULTATION**

The Chief Executive, Director of Finance and Director of Law & Administration have been consulted in the preparation of this report.

### **6. CONCLUSION**

This report asks Elected Members to adopt the Scottish Council Job Evaluation Scheme for application within Angus Council to progress the Single Status Agreement.

JANICE TORBET  
Director of Personnel

**NOTE** No background papers, as defined by Section 50D of the Local Government (Scotland) Act 1973, (other than any containing confidential or exempt information) were relied on to any material extent in preparing the above Report.