

Directorate: CORPORATE SERVICES

Proposal : JOB EVALUATION

PROPOSAL DETAILS

After the last job evaluation exercise in 2010, it was agreed that a review would take place two years later, and this unfortunately did not take place. In 2018, the Council took the decision to progress with this piece of work for a variety of reasons; an opportunity to procure a more modern and commercial method of evaluation with a better fit for our organisation and its ambitions, a chance to review the pay and grading of all roles, and support with recruitment, retention and development of staff.

REVENUE REQUIREMENTS

	2020/21 £	2021/22 £	2022/23 £	2023/24 £
GENERAL FUND				
General Fund Increases (a)	510,617	584,787	688,185	704,841
General Fund Decreases (b)	(293,104)	(146,552)	(73,276)	(0)
Total (a + b + c)	217,513	438,235	614,909	704,841

APPLICATION OF RESERVES

	RESERVE	2020/21 £	2021/22 £	2022/23 £	2023/24 £
Protection Payments	Restructuring	293,104	146,552	73,276	0
Total		293,104	146,552	73,276	0

COUNCIL OUTCOMES

A Sustainable District	
An Inclusive and Prosperous Local Economy	
Healthy & Happy Communities	
A Co-operative Kind and Responsible Council	Contributes to staff engagement, retention, recruitment of future talent and development of future talent for critical roles

CROSS CUTTING THEMES

Climate Emergency	
Community Wealth Building	
Community Engagement	

PERFORMANCE OUTCOMES		
Outcome	Performance Measure	Target
Staff engagement	Engagement Surveys	Regularly throughout 2020
Staff retention	HR data, showing decrease in leavers, good attrition through development opportunities rather than negative attrition based on pay and being able to recruit into critical roles	Ongoing
Staff development	New pay scale incorporates development/progression points for staff to be able to develop in to. HR and payroll data will measure this.	Ongoing