

DUNDEE CITY COUNCIL

REPORT TO: POLICY AND RESOURCES COMMITTEE

REPORT ON: SINGLE STATUS APPEALS RESULTS AND IMPLEMENTATION

REPORT BY: HEAD OF PERSONNEL

REPORT NO: 63-2009

1 PURPOSE OF REPORT

- 1.1 To advise the Committee of the results of the Single Status Job Evaluation Appeals and to note that the Head of Personnel has implemented the outcomes of the Appeals.

2 RECOMMENDATION

- 2.1 It is recommended that the Committee:-
- 2.1.1 notes the outcome of the Single Status Job Evaluation Appeals and the notification to the employees concerned and implementation of grade adjustments, where applicable;
- 2.1.2 acknowledges the excellent work of the Appeals Panel Chairs, management and trade union members and support staff in arranging and conducting the appeals.

3 FINANCIAL IMPLICATIONS

- 3.1 The cost of regradings resulting from single status appeals will be contained within departments' Revenue Budgets.

4 MAIN TEXT

- 4.1 At its meeting of 27 August 2007, the Policy and Resources Committee approved Report No 425-2007 "Implementation of Single Status" by the Assistant Chief Executive (Management). The new Single Status grade structure was implemented with effect from 1 April 2008.
- 4.2 Amongst other things, Report No 425-2007 indicated that, in accordance with the Single Status Agreement, each local government employee had the right of appeal against his/her grade as determined by job evaluation. The Committee approved the proposal by the Assistant Chief Executive (Management) to agree a local grading appeals procedure (in compliance with the Scottish model procedure) with the trade unions. Following agreement of the procedure, the Assistant Chief Executive (Management) appointed four appeals panel chairs. Two of the appeals panel chairs had management backgrounds and two had trade union backgrounds. Appeals/...

Appeals panel members were drawn from existing employees with management and/or trade union experience. The appeals panel chairs and members received appropriate training prior to commencing hearing appeals.

- 4.3 Having examined the appeals lodged, it was considered appropriate to re-evaluate certain categories of posts. The majority of appeals were progressed in parallel with this exercise and the appeals and re-evaluations were completed by the end of 2008. However, the outcomes of the re-evaluations occasioned further rights of appeal and these are now being scheduled with final completion anticipated by approximately the end of February.

4.4 Summary of appeals and outcomes:-

945 job evaluation outcome appeals were received.

175 were evaluated or re-evaluated (57 of these resulted in appeals to be heard by 31 March 2009).

20 were not completed correctly and deemed inadmissible.

119 were withdrawn.

631 were heard.

533 were not upheld.

98 were upheld either wholly or in part.

- 4.5 The end of the financial year 2008/2009 is approaching and the process of notifying employees of the results of their appeals has commenced. Those appeals resulting from the re-evaluation exercise will be heard and the results notified to the employees concerned before 31 March 2009. As agreed with the trade unions, all grade increases will be backdated to 1 April 2008.
- 4.6 A new procedure for dealing with regrading requests from employees will be discussed and agreed with the trade unions. This will incorporate an appeals mechanism and will be based on the experience gained from the Single Status exercise. The Head of Personnel will report back on this.
- 4.7 The Head of Personnel wishes to record his appreciation of the excellent and dedicated work of the Appeals Panel Chairs, management and trade union members and employees in all departments, who supported the process of arranging and hearing appeals. A number of appellants thanked panels for their fair hearing of the cases presented and objective treatment of the issues raised.

5 **POLICY IMPLICATIONS**

- 5.1 This report has been screened for any policy implications in respect of Sustainability, Strategic Environmental Assessment, Anti Poverty, Equality Impact Assessment and Risk Management. There are no major issues in connection with these.

6 CONSULTATIONS

- 6.1 The Chief Executive, Depute Chief Executive (Finance), Depute Chief Executive (Support Services), Assistant Chief Executive and Head of Finance have been consulted on this report. The GMB, UNISON and UNITE participated in the Appeals process and are aware of the outcomes.

7 BACKGROUND PAPERS

- 7.1 None.

I M M Martin
Head of Personnel

16 March 2009