

DUNDEE CITY COUNCIL

REPORT TO: Personnel and Management Services Committee

REPORT ON: Leisure and Parks Department - Application for Regrading - Workshops Supervisor

REPORT BY: Director of Personnel and Management Services

REPORT NO: 356-2000

1 PURPOSE OF REPORT

- 1.1 This report presents to Committee a recommendation following an investigation into an application for regrading and seeks the Committee's approval for this recommendation.

2 RECOMMENDATION

- 2.1 Since the grounds of the application have not been substantiated, it is recommended that the application be refused.

3 FINANCIAL IMPLICATIONS

- 3.1 None.

4 LOCAL AGENDA 21 IMPLICATIONS

- 4.1 None.

5 EQUAL OPPORTUNITIES IMPLICATIONS

- 5.1 None.

6 BACKGROUND AND PROPOSALS

- 6.1 The incumbent of the post of Workshops Supervisor in the Leisure and Parks Department has made application for the grading of the post to be reviewed on the following grounds:-

- 6.1.1 That comparable posts exist within the Council in other departments and that these posts consist of a similar range of duties, but their grades have been set at a higher level than the applicant's post.
- 6.1.2 That there has been a substantial change in the duties and responsibilities of the post since it was last graded.

- 6.2 The posts which had been put forward as comparable were examined. The postholders and their supervisors were interviewed and the results were:-
- 6.2.1 Post 'A' - this post had some similar duties, although 9 of the 31 duties listed were not included in the applicant's post. This post also had some budgetary responsibilities which are not present in the applicant's post. This post, when examined, was judged to encompass a much wider remit than the applicant's post.
- 6.2.2 Post 'B' - although only 7 main duties are noted on the job description, this post bore some similarities to the applicant's post. The main differences between these posts are that the incumbent of this post reports directly to a third tier officer, whereas the applicant's post reports to a fourth tier officer. This is reflected in the responsibility element of the post. Post 'B' has budget responsibilities, unlike the post occupied by the applicant. The budgetary aspect would be considered as requiring a higher level of responsibility.
- 6.3 The applicant's job description was updated with the new duties which had not been included in the previous version of the job description and was then evaluated. The areas of work claimed by the applicant as additional have not altered the post sufficiently to justify a regrading.

7 **CONSULTATION**

- 7.1 The Chief Executive and Director of Leisure and Parks have been consulted in the preparation of this report.

8 **BACKGROUND PAPERS**

- 8.1 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 this report.

9 **SIGNATURE**

J.C. Petrie
Director of Personnel and Management Services

Date