

DERBYSHIRE COUNTY COUNCIL
CABINET MEMBER MEETING FOR
COUNCIL SERVICES

Report of the Strategic Director of Corporate Resources

27 April 2015

**REQUEST TO USE BUDGET UNDERSPEND IN 2014/15 TO CONTRIBUTE
TO FUNDING OF NATIONAL SINGLE STATUS AGREEMENT WITHIN
SCHOOLS – JOB EVALUATION APPEALS**

1. Purpose of the Report

The Cabinet Member is asked to approve the use of budgetary underspend in the HR Division Budget for 2014 /15 as a contribution to the funding of job evaluation appeals following the implementation of single status in schools.

2. Information and Analysis

At its meeting on 23 December 2014 Cabinet approved the Job Evaluation Appeal Process jointly recommended by Council and schools representatives and the recognised trade unions. The appeals process involves two joint independent panels, each comprising:-

- 2 Authority representatives (1 from the Local Authority (LA) Job Evaluation Team and 1 from the Implementation of Single Status in Schools (ISSIS) Team);
- 2 recognised trade union representatives;
- 1 Governor / Head Teacher advisor;
- 1 Observer from non-signatory trade unions.

It is a key priority that the appeals are completed and appellants notified of the outcome by November 2015. Accordingly, the Appeals Panels will meet over the period until September 2015, following which there will be a further period during which quality assurance and follow up work will be required.

Unfortunately, due to a number of the employees from the HR Division's job evaluation team recently leaving the Authority, the Division is no longer in a position to provide physical resources to the Appeals Panels as originally planned.

Additionally, whilst Cabinet agreed in December 2014 that an earmarked reserve would be established from uncommitted underspends in the Children

and Younger Adults (CAYA) budget to fund the process, this has proved to be insufficient to fully meet the projected costs.

However, both barriers could be overcome if approval is given to supplement the earmarked reserve through the allocation of £.097m of uncommitted underspend from the HR Division 2014/15 budget.

3. HR Considerations

Provision of appropriate funding to the CAYA HR Team will enable the temporary release of JE trained resources to carry out the role of the LA evaluation team on the Appeals Panels and fund backfill for their substantive roles to ensure core business delivery can be maintained.

Funding to meet the backfill costs of trade union colleagues engaged on the joint appeals panels will similarly enable business continuity without adversely impacting on CAYA HR's budget position in the current financial year.

The costs are estimated as follows for the project as detailed in the report:

	£
Internal JE Consultancy 2 FTE, Grade 11 for 38 weeks	58,400
Trade Union representation 4 FTE, Grade 9 for up to 26 weeks	38,600
TOTAL, (inclusive of 20.6% on-costs)	<u>*£97,000</u>

* These are indicative costs for budget purposes.

4. Financial Considerations

The sum of £.097m can be met from the Corporate Resources Department HR Division staffing underspend (as a result of unfilled vacant posts), at the 2014/15 year-end.

5. Other Considerations

In preparing this report the relevance of the following factors has been considered; legal, prevention of crime and disorder, equality of opportunity; and environmental, health, and transport considerations.

6. Background Papers

Joint Report of the Strategic Director of Children and Younger Adults and the Director of HR on Implementation of the National Single Status Agreement Within Schools – Job Evaluation Appeals (Children and Young People), considered by Cabinet on 23 December 2014.

7. Key Decision No

8. Is it necessary to waive the call-in period? No

9. OFFICER RECOMMENDATION

That the Cabinet Member approves the use of £.097m underspend from the Corporate Resources 2014 /15 budget to meet costs associated with the appeals as described in the report.

JUDITH GREENHALGH
STRATEGIC DIRECTOR OF CORPORATE RESOURCES