

**DERBYSHIRE COUNTY COUNCIL**

**CABINET**

**3<sup>rd</sup> April 2012**

**Joint Report of the Chief Executive and Director of HR**

**RE-ENGAGEMENT OF THE HAY GROUP IN THE SINGLE STATUS JOB  
EVALUATION APPEALS PROCESS**

**1. Purpose of the Report**

To ask Cabinet to waive Standing Orders In Relation To Contracts and approve arrangements for the re-engagement of the HayGroup to support the technical re-evaluation of job evaluation appeals submitted under Single Status implementation on 1<sup>st</sup> April 2010.

**2. Information and Analysis**

As part of the Single Status implementation process 2266 employees submitted an appeal against the grading of their post. Following consideration of the information submitted by the appellants approximately 700 appeals have been closed and a further 200 withdrawn. Whilst appeals have been registered across all job families the majority fall in Social Care and Inclusion (over 40%) and Business Support (over 35%) job families, as shown at **Appendix 1**.

Further detailed consideration is currently being given to the remaining 1361 appeals and from the initial work undertaken the indications are that a technical re-evaluation will be required for a significant proportion of the appeals.

The fact that a re-evaluation is needed does not necessarily mean that the job is incorrectly scored or indeed that if a new score does result the job will automatically move grade.

The technical re-evaluations are required to ensure that any additional job requirements that have been identified since the evaluations were undertaken, together with the original post duties, are appropriately reflected in the current evaluation. It will be important to ensure application of a consistent measure within the technical re-evaluation process and to ensure that these are subject to appropriate QA.

A significant number of the appellants are subject to pay protection and it is intended to conclude the JE appeals process by December 2012 in advance

of the expiry of Single Status pay protection on 31<sup>st</sup> March 2013. The existing job analyst expertise within the HR Division Pay and Reward team is significantly depleted to 2 fte experienced evaluators. There is also a need to support the implementation of Single Status in Schools.

The JE scheme adopted by the Council is the Hay Scheme which is now embedded within the Council's pay and grading structure. The HayGroup provided extensive guidance, advice and support to the Council in undertaking the original evaluations. Given the specific nature of the scheme and the need to supplement the internal resources the participation of the HayGroup is viewed as essential to the successful completion of the JE appeals and related QA process within the required timescales. In view of these circumstances it is not considered to be appropriate or feasible to go out to tender for this work. It is therefore proposed that the HayGroup be re-engaged to provide professional support at a value of up to £184,000 excluding VAT.

Building on the outputs from the JE and Appeals process Hay will also review current structures and management arrangements. This will provide advice on the development of more cost effective 'as is' structures, which will not impact on front line services.

### **3. Financial Considerations**

The costs of re-engaging the HayGroup to assist with this process will be up to £184,000 excluding VAT and will be met from CRD underspends.

### **4. Legal Considerations**

The Local Government Act 1972 permits the waiving of Standing Orders with good reason. The Director of Legal Services advises that it is reasonable and appropriate to waive the Council's Standing Orders in Relation to Contracts in the circumstances described in this report given the Company's previous involvement in the process.

### **5. Other Considerations**

In preparing this report the relevance of the following factors has been considered: prevention of crime and disorder, equality and diversity, human resources, environmental, health, property and transport considerations.

### **6. Key Decision**

No

### **7. Background Papers**

The background papers to this report are held in the HR department.

## **8. OFFICERS' RECOMMENDATIONS**

That Cabinet:

1. approves the waiving of the Council's Standing Orders in Relation to Contracts; and
2. agrees to re-engage the HayGroup as detailed in the report.

**Nick Hodgson**  
Chief Executive

**Toni Compai**  
Director of HR

Summary of Appeals by Job Family

Job Family	Total Of Appeal Number	Stage One				Stage Two		
		Stage 1 - Withdrawn	Stage 1 - Rejected	Stage 1 - Awaiting Stage 2	Total No of Stage 2 Appellants	Still to be Considered	Considered	
No Job Family	8	0	8	0	0	0	0	0
BPS	820	77	256	487	489	489	489	0
CAH	19	2	8	9	9	0	0	9
CAM	105	13	50	42	42	0	0	42
CAT	53	2	17	34	34	0	0	34
COU	28	1	1	26	27	1	1	26
EAT	70	11	6	53	53	0	0	53
FIN	81	7	27	47	48	10	10	38
HRS	47	10	8	29	30	3	3	27
LDR	13	1	5	7	7	1	1	6
LEG	34	2	1	31	31	0	0	31
PAP	22	2	8	12	12	1	1	11
PLA	15	1	1	13	13	0	0	13
PRE	3	0	0	3	3	0	0	3
SCI	933	79	299	555	555	555	555	0
SPD	5	0	1	4	4	4	4	0
TRA	9	0	1	8	8	1	1	7
TRS	1	0	0	1	1	0	0	1
Total	2266	208	697	1361	1366	1065	301	
% of Total		9.18	30.76	60.06	60.28	77.96	22.04	

Note: Discrepancy between the Stage 1 Awaiting Stage 2 and Total No of Stage 2 Appellants represents the number of appellants that have withdrawn their appeal between stage 1 and 2 and the cross over with the two IT systems used.