



INsider 199
15 February 2008

Job Evaluation
Joint Update: Corporate Management Board/Joint Trade Unions
February 2008 (Issue 12)

****Please will managers ensure that this information is cascaded out to all staff via all appropriate means****

The Job Evaluation appeals process continues to be rolled out and by the end of February it is hoped that every member of staff, except school support staff, who has registered an intention to appeal will have been contacted by letter to confirm that they wish to proceed.

For school support staff this will begin during the spring term, in tandem with the recruitment and training of a number of school governors before they sit on appeal panels.

We appreciate that for many people this has been a frustrating time and we would like to apologise for the delays experienced in contacting individuals about their appeals. This has been influenced by various administrative issues including the setting-up of appeal meetings. We are working with appellants to accommodate individual circumstances and to progress appeals thoroughly, fairly and as speedily as possible.

The Job Evaluation team are continuing to work to deal with outstanding appeals and it is the intention that all appeals will be completed by the end of the 2008. This ambitious timetable can only be achieved with the continued support and co-operation of all involved.

The timetable for hearing appeals has taken into consideration the priorities for the whole of the organisation and the Job Evaluation team has been in close contact with individual Directorates to prioritise their needs in line with this. The Trade Unions have also been informed of the process of organising appeals.

The majority of staff who have registered an appeal within Adult and Community Services (ACS), Personnel and Performance (P&P) and Finance, IT and Trading (FIT) Directorates have now been contacted. For staff within Environment, Economy and Culture (EEC), Children and Young People's Services (CYPS) and Chief Executive's contact has begun and will be

completed by the end of February. For staff affected by re-structures within ACS and FIT, contact will be made shortly.

For those members of staff who might experience a reduction in salary as a result of JE, a Certificate of Protection of Benefits in the pension scheme no longer needs to be issued at the end of the three year pay protection period. This is because a new Local Government Pension Scheme (LGPS) takes effect from 1st April 2008.

If, on or after 1st April 2008 and within 10 years of leaving, a LGPS member has restricted pay, reduces their grade or moves to a position with less responsibility they can choose to use the average of any three consecutive years' pay in the last 10, ending on a 31st March.

There is no requirement for the employer to issue a certificate for drops or restrictions that occur after 1st April 2008. For pension benefits to be calculated on a three year average of protected pay, LGPS members need to leave the scheme by 31st March 2017.

If you have any queries about this please contact Devon Pension Services on 01392 688212 or visit the website www.devon.gov.uk/pensions

The Job Evaluation helpline is still available on 01392 38 8888 or your Trade Union representative will be happy to speak to you about any concerns or questions you may have.

Thank you.

**Source: Heather Barnes, Director of Personnel and Performance
Maira Andrews, Joint Secretary for the Trade Unions
(GMB, UNISON and TGWU**

14 February 2008

Contact details:

Job Evaluation Team: Tel: 01392 38 8888

Email: jobeval@devon.gov.uk

Website: <http://staff.devon.gov.uk/jobevaluation.htm>

Copies of this information can be made available in large print, audio tape, Braille and in other languages. Please contact the Information Centre on 01392 380101.