

## **GRADING APPEALS STRUCTURE**

### **1 SUMMARY**

- 1.1 This report seeks approval to amendments to the Chief Executive's delegated power in connection with considering grading appeals submitted by staff under the agreed Grading Appeals Procedure.

### **2 INTRODUCTION**

- 2.1 Members will recall that Committee agreed a Grading Appeals Procedure in July 2002 to provide a mechanism by which staff could have their post grading reviewed (Min. Nos. 253 & 309/2002). As part of the approved procedure, Members agreed that authority be delegated to the Head of Paid Service to determine grading appeals within a maximum of four additional incremental points (in effect a maximum increase of no more than £1,000 to £2,000 depending on the scale band). It is this point which has now caused some issues to emerge where the appeal in question spans a range of grade scales.

### **3 DETAILED CONSIDERATIONS**

- 3.1 There have been two instances recently where under the Grading Appeals Procedure, Corporate Management Board have felt that a particular post should be regraded to a new linked grade scale on the basis of the evidence submitted; in one instance from Scale 4/5 to Scale 6/SO1 and in the other from Scale 1 to Scale 1-3 (see Appendix 1).
- 3.2 Unfortunately, in both instances, no decision could be taken on the day, given that the Chief Executive's delegation extends to four increments (which in most instances equate to only 1 grade band). The Chief Executive therefore requests that the restriction to four increments be removed from this delegation.

**4 RECOMMENDATION**

It is proposed that the Committee **RESOLVES**

That the Head of Paid Services be given delegated authority to determine Grading Appeals.

Paul Warren

Chief Executive

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**Background Papers:**

None

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SCP.	SCALE	<u>1.10.02</u>	<u>1.4.03</u>
4 )	<b>1</b>	9834	10278
5 )		10068	10521
6 )		10308	10668
7 )		10641	11013
8 )		10977	11361
9 )		11310	11706
10 )		11544	11949
11 )		12291	12720
11 )	<b>2</b>	12291	12720
12 )		12549	12987
13 )		12885	13335
14 )	<b>3</b>	13122	13581
15 )		13395	13863
16 )		13716	14196
17 )		14040	14532
18 )	<b>4</b>	14316	14817
19 )		14853	15372
20 )		15393	15933
21 )		15957	16515
22 )	<b>5</b>	16371	16944
23 )		16851	17442
24 )		17403	18012
25 )		17955	18582
26 )	<b>6</b>	18537	19185
27 )		19155	19824
28 )		19776	20469
29 )	<b>SO1</b>	20562	21282
30 )		21249	21993
31 )		21921	22689
32 )	<b>SO2</b>	22569	23358
33 )		23235	24048
34 )		23889	24726

SCP	SCALE	<u>1.10.02</u>	<u>1.4.03</u>
33	P.O. 1	23235	24048
34	P.O. 2	23889	24726
35	P.O. 3	24390	25245
36	P.O. 4	25035	25911
37	P.O. 5	25740	26640
38	P.O. 6	26493	27420
39	P.O. 7	27363	28320
40	P.O. 8	28083	29067
41	P.O. 9	28827	29835
42	P.O.10	29559	30594
43	P.O.11	30297	31356
44	P.O.12	31041	32127
45	P.O.13	31737	32847
46	P.O.14	32505	33642
47	P.O.15	33249	34413
48	P.O.16	33990	35181
49	P.O.17	34719	35934
50	P.O.18	35580	36825
51	P.O.19	36447	37722
52	P.O.20	37308	38613
53	P.O.21	38172	39507
54	P.O.22	39129	40500
55	P.O.23	40077	41481
56	P.O.24	41037	42474
57	P.O.25	41991	43461
58	P.O.26	42924	44427
59	P.O.27	43860	45396
60	P.O.28	44796	46365
61	P.O.29	45726	47325

P.O. RANGE