

## PERSONNEL COMMITTEE – TUESDAY 19TH DECEMBER 2023

### UNISON REPORT.

#### GRADING STRUCTURE

Background:

UNISON's concerns can be summarised in two main areas:

1. If we are indeed all in agreement that there is a need to improve recruitment and retention via pay scales, why must we accept this now before any further discussion can take place with regards to pay further down (e.g in Planning)? There is only a finite amount of money available for staffing costs and our members would expect us to exercise prudence before simply agreeing to additional pay points available to senior managers only.
2. Pay and Job Evaluation are interlinked. A proper Job Evaluation scheme that protects an employer against Equal Pay claims will have a mechanism whereby trade unions are involved in mapping Job Evaluation scores to a pay scale. Comments made by UNISON members who have been involved in Job Evaluation over the past couple of years have given us cause for concern. We have looked at the procedure and made some simple, concrete proposals that would improve the amount of Trade Union involvement in Job Evaluation and thereby improve transparency. These suggestions were swept aside by management, and we have been repeatedly told that the proposals are "separate from Job Evaluation". This is a grave concern to us, Job Evaluation by its nature should be closely linked to pay. The management report tabled at JMTUM 19<sup>th</sup> July made multiple references to Job Evaluation.

Conclusion:

We feel it is a shame that our proposals and comments regarding Job Evaluation were not responded to at JMTUM, and management instead sought to escalate this matter at JNCC and now Personnel Committee. We feel this single proposal is being pushed through piecemeal when a wider consultation would have been more appropriate and conducive to positive industrial relations.