



# THE POLICE & CRIME COMMISSIONER FOR CLEVELAND

## DECISION RECORD FORM

**REQUEST:**

For PCC Approval

**Title:**

Job Evaluation

**Executive Summary:**

In April 2011 the Police Authority approved:

The implementation of an analytical job evaluation scheme for all Police Staff using the Police Staff Council thirteen factor scheme for all posts currently below Service Unit Manager level and the Local Government Employers senior officers' scheme for all Police Staff posts of Service Unit Manager and Executive level.

The implementation of a new pay model for Police Staff which is compliant with both age and sex discrimination legislation.

That both the pay model and the costs of introducing an analytical job evaluation scheme are cost neutral.

Consequently Cleveland Police has undertaken a fundamental review of its salary and grade structures for police staff through the two approved schemes.

As a result of the process undertaken three pay models have been devised, developed, and fully costed.

**Decision:**

The PCC is asked to agree:

That the Chief Constable commences formal consultation with Unison on the adoption of Pay Model 3 as per the recommendations in the report from the Chief Constable.

(Report exempt under Section 100A (4) of the Local Government Act 1972, excluding the Press and Public from the meeting under paragraph 3 of part 1 of Schedule 12A to the act).

**Implications:**

Has consideration been taken of the following:	Yes	No
Financial	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Legal	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Equality & Diversity	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Human Rights	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Sustainability	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Risk	<input checked="" type="checkbox"/>	<input type="checkbox"/>

(If yes please provide further details below)

**Decision Required – Supporting Information**

Financial Implications: (Must include comments of the PCC's CFO where the decision has financial implications)

The proposed model is Living Wage compliant, and is cost neutral in line with the initial requirements of the review. The full financial implications are contained within the report.

Legal Implications: (Must include comments of the Monitoring Officer where the decision has legal implication)

See report.

Equality and Diversity Implications

See Report

Human Rights Implications

See report

Sustainability Implications

See report

Risk Management Implications

See report

**OFFICER APPROVAL**

**Chief Executive**

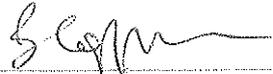
I have been consulted about the decision and confirm that financial, legal, and equalities advice has been taken into account. I am satisfied that this is an appropriate request to be submitted to the Police and Crime Commissioner.

Signed: 

Date: 10/2/14

**Police and Crime Commissioner:**

The above request HAS / ~~DOES NOT HAVE~~ my approval.

Signed: 

Date: 10/2/14