

Report of the Portfolio Holder of Resources and Personnel Policy

JOB EVALUATION- RESOURCES FACTOR THRESHOLD INCREASE

1. Purpose of Report

To seek Cabinet approval to update the thresholds for the Resources factor within the Council's Job Evaluation scheme.

2. Recommendation

Cabinet is asked to RESOLVE that the Resources factor threshold increase in Table 2 – Proposed (Inflation) be approved.

3. Detail

The Job Evaluation process at Broxtowe Borough Council started in 2006. All posts at the Council were evaluated and the Job Evaluation scheme was implemented in March 2011.

From January 2022 the Job Evaluation panel changed to have a consistent panel made up of five employees; Executive Director, Head of Administrative Services, Head of Revenues Benefits and Customer Services, Payroll and Job Evaluation Manager and a Branch Union Representative. In 2022 the newly formed panel evaluated a total of 173 posts helping with the recruitment and retention of employees at the Council resulting in turnover dropping by 4.00% when compared with the previous year.

A post will score under the Resources factor based on the responsibility and safekeeping of Cash, Stocks/Materials, Plant/Equipment, System Ownership and Buildings. The level scored for Cash, Stocks/Materials and Plant/Equipment is based on financial value. The panel has noticed that the thresholds for each level under the Resources factor haven't increased over the years. In order to ensure the scoring for each post remains accurate it's recommended to increase the threshold for each level in line with inflation. The threshold for each level in these categories hasn't increased since Job Evaluation was implemented. Below is a table of the current and proposed thresholds for the Resources factor.

Table 1 – Current

Current Thresholds			
Resources Factor	Cash Handling (Up to)	Plant/Equipment (Up to)	Stocks/Materials (Up to)
1	£500	£1,000	£500
2	£2,500	£2,500	£2,500
3	£25,000	£25,000	£25,000
4	£40,000	£150,000	Above
5	Above	Above	

Table 2 – Proposed

Inflation			
Resources Factor	Cash Handling (Up to)	Plant/Equipment (Up to)	Stocks/Materials (Up to)
1	£675	£1,350	£675
2	£3,350	£3,350	£3,350
3	£33,900	£33,900	£33,900
4	£54,200	£203,500	Above
5	Above	Above	

Table 1 shows the current threshold which have been in place since 2011. Table 2 shows the proposed figures which have been calculated at the rate of inflation from 2012 to 2023. Please note the figures in table 2 have been rounded for ease.

4. Financial Implications

The comments from the Head of Finance Services were as follows:

There are no additional financial implications for the Council at this stage. Whilst the change in threshold may have a nominal impact on individual JE scores, it is not expected that any changes will have any significant impact on existing establishment budgets.

5. Legal Implications

The comments from the Head of Legal Services were as follows:

No comments were received from the Monitoring Officer / Head of Legal Services.

6. Human Resources Implications

No comments were received from the Human Resources Manager.

7. Union Comments

The Union comments were as follows:

UNISON support the proposed changes to the Resources factor, as this has been identified as requiring an update as part of the Job Evaluation panels which we participate in.

8. Climate Change Implications

No comments were received from the Waste and Climate Change Manager.

9. Data Protection Compliance Implications

This report does not contain any [OFFICIAL (SENSITIVE)] information and there are no Data Protection issues in relation to this report.

10. Equality Impact Assessment

No Equality Impact Assessment has been carried out as part of this report.

11. Background Papers

Nil