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Not a member of UNISON?

If you are reading this and would like to join UNISON please either contact the Branch office on 01343 563170, or the Grampian Area Resource Centre on 01224 620624 or join online at www.unison.co.uk

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JOB EVALUATION

A Guide for Members Part I



Moray UNISON



What is Job Evaluation?

Job Evaluation is a method of assessing a job or jobs to achieve a grading structure. Grading structures then determine how much you are paid for doing your job. The Job Evaluation Scheme that is being introduced in all Local Authorities in Scotland is one that has been developed and agreed nationally with UNISON. We believe it to be a scheme that will be able to assess all jobs in local government in Scotland in a fair, open and transparent manner which also satisfies the principle of 'equal pay for work of equal value'.

Why do our jobs have to be evaluated?

To answer this question you must look back to the Single Status Agreement which was introduced across Scotland in July 2000. As part of this agreement a new pay spine must be developed to which all jobs will be assimilated. The reason that a new spine is to be developed is because there were different arrangements for Manual workers and for APT & C workers and a new spine was needed to ensure everyone could be placed on an equitable basis.

When will it happen?

All posts have to be evaluated and all postholders have to be assimilated onto the new pay spine by April 2004. This is a nationally agreed date and cannot be renegotiated locally.

Can I see the scheme?

Yes. The scheme was developed as a paper scheme, a copy of which will be available from Personnel or the branch (details on back of leaflet). There is also a computerised version of the scheme.

Is UNISON involved in this?

Absolutely, UNISON is involved at every stage in the process, from membership of the Steering Group to having stewards accompany members to job evaluation interviews.

What if I don't like the outcome?

UNISON will also be involved in the appeals process if any member or group is not happy with their evaluation.

How do I get help?

In the first instance contact any member of the Branch Single Status Working Group:

