

CONFIDENTIAL LATE ITEM

CARETAKERS – CLAIM FOR REGRADING

Report of the Personnel Officer

SUMMARY OF REPORT

- 1.1 To advise the Committee about the results of a Group Grading Claim submitted by our caretakers.

RECOMMENDATION

- 2.1 To note the contents of this report.

MATTER FOR CONSIDERATION

- 3.1 Our caretakers submitted a grading claim under paragraph 80d of the National Terms and Conditions of Service.
- 3.2 A Panel of Board members considered the claim on the 23 May 2003.
- 3.3 The claim was rejected on the grounds that the claimants had not demonstrated a substantial increase in their duties and responsibilities.
- 3.4 However the Panel observed a number of issues that they felt warranted further consideration by management. These included
- Issues of Health and Safety
 - Issues of Violence and Aggression
 - Duties described since the original claim was submitted
 - The current grading structure which does not incorporate any incremental progression.
- 3.5 The Panel made no commitment to adjust salary levels. They asked the Personnel Officer to feedback their views to senior managers and to then arrange a meeting with the Trade Unions.

CONSULTATION IMPLICATIONS

4. The Trade Union is aware of this decision, as they were present at the Appeal hearing. Whilst they were disappointed that the claim was rejected they welcomed the approach of the Panel.

FINANCIAL AND BUSINESS PLAN IMPLICATIONS

5. None.

LEGAL AND CONFIDENTIALITY IMPLICATIONS

6. This report contains confidential information as defined in Standing Order 18.2(ii) of Part IV of the Derby Homes Governance Arrangements.

PERSONNEL IMPLICATIONS

7. As contained within the report.

ENVIRONMENTAL IMPLICATIONS

8. None.

EQUALITIES IMPLICATIONS

9. None directly arising.

Contact Officer

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