

# Job evaluation: What's happening?

**U**NISON's aim is to negotiate with the employer to deliver a Job Evaluation Scheme which is free from bias and discrimination. This should also be the aim of the employer.

To do this we have sought and reached agreement with the employer to make a joint approach to Northgate to obtain a full copy of the scheme and the conventions that underpin it.

UNISON would then test this against the Equality and Human Rights Commission (EHRC) checklist which is a recognised tool designed for this purpose.

The outcome of this assessment would then be shared with the employer with a view to negotiating an agreed scheme.

UNISON will not sign up to a scheme that we believe simply perpetuates the current inequalities.

## **Pay and grading**

Once we have an agreed scheme, it is imperative that we agree a pay and grading structure.

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**As any situation develops, rumour, misinformation and confusion can grow.**

To help avoid this, UNISON will be keeping members fully informed through these briefings but also on the branch website and the new UNISON Edinburgh College blog at

<http://unison-edinburghcollege.org.uk/>

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Our position which was agreed at a number of recent members' meetings is that this should be developed on the basis of a job benchmarking

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exercise that places Edinburgh College in the upper quartile of FE Colleges in Scotland.

Our members' interests are key to this in ensuring that a future structure is fair and properly rewards our members for carrying out their jobs at what should be one of Scotland's flagship colleges.

As the matter develops over

the coming weeks UNISON will endeavour to communicate progress to every member as soon as is realistically possible.

More to follow in the next briefing on the important issue of job descriptions that reflect what you really do.

**Come to the  
UNISON AGM**

**Thursday 26  
February 6pm**

**Augustine Church  
George IV Bridge  
Edinburgh**

**Elect your branch officers  
and set you policies for  
the year ahead**

**More details on the website**