

Job Evaluation Update

Following on from our previous briefings about the Edinburgh College Job Evaluation process and outcomes we are in a position to give our members an update from the recent discussions with your management.

After staff received their outcome letters and started contacting us to indicate their concerns the college based representatives set up four campus meetings.

As a result of those meetings we had a clear grasp of what your concerns were.

These were then taken into the meeting with College Principal on the 19 August.

At that meeting, and in response to our members concerns which were echoed by your representative and the branch office, the Principal agreed that our request to revisit significant elements of Job Evaluation would be actively considered going on.

These concerns are as follows:

THE VARIABLE QUALITY OF SUBMISSIONS TO POST EVALUATION

This was created by confusion over the completing of the Job Questionnaire and the level of advice and training provided to managers to enable

them to ensure that the data being submitted was current and accurate.

To address the above point it has been agreed that all posts should have a mutually agreed, current and accurate, job description drawn up. Once this is done that job description will then be evaluated, consistency checked and the result communicated.

Should the above process leave post-holders with a concern remaining then the appeals process will still be an option.

THE LEVEL OF PAY PROTECTION OFFERED

The negotiations on this aspect had secured a 36 month period of Pay Protection with the 1st 18 months being at 100% and the 2nd 18 months at 50%.

This position has changed since our meeting with the Principal and the 36 month's Pay Protection has now been set at 100%.

However the legal advice the College received regarding the T.U.P.E. obligations mean that there is no detrimental position that can be imposed on evaluated posts.

So if you are 'red-circled' following the evaluation of your post then you will, presently, suffer no loss.

The drawing up of a job description may yet provide an evaluation that addresses some of that 'red-circling'.

THE LEGAL POSITION

Members have sought an opinion from our legal offices on the process, the outcomes and the T.U.P.E. implications.

Regarding the process: There are some concerns about both the process and the amount of information available to members and their representatives. We have requested the full evaluation reports, a copy of the 'conventions' (the document used in evaluating the data) and the scoring matrix. To date we have secured agreement that the full evaluation reports will be released, there has been a version of the scoring matrix released (although not in a very useable format) and we are prompting your management to pursue Northgate for a copy of the 'conventions'.

Regarding the outcomes: There is an opportunity to pursue this through our legal offices. However that is an option that can only be pursued after the evaluation process has been completed and the appeals have been concluded.

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Regarding the T.U.P.E.

implications: The opinion of the Colleges legal advisors has been forwarded to our Legal Officer. The initial assessment is that the opinion is correct. T.U.P.E. does mean that should a negative evaluation outcome be applied then that would be an Unlawful Deduction and a claim could be submitted. Consequently the College will not apply negative outcomes. However our Legal Officers opinion is the initial position. There has yet to be a clear opinion as to when T.U.P.E. ends and at what point the legislative obligations of equalities legislation must apply.

WHERE DOES ALL THIS LEAVE US?

The negotiations and discussions with the employer have to continue.

We need to do so to ensure that the flaws in the process which the outcomes exposed are corrected and that an accurate, equitable and palatable outcome is achieved where possible.

At the end of that stage – and following the appeals process – we ask our legal offices to provide an opinion on the ‘equalities proofing’ analysis of the of the evaluation exercise. This can only be done on the

‘outcomes’ of the process.

We do understand your concerns and even suspicion about the evaluation exercise and these are being brought to the management’s attention.

That level of concern, along with the identifiable flaws, is why the recent adjustments have been negotiated and conceded.

Evaluation will be done because it has to be done. Consequently we seek your mandate to continue the discussions and ensure that an open, transparent and equitable outcome is achieved.

How can I get more involved:**There are five types of representatives:**

- workplace contact
- steward
- union learning representative
- equality representative
- health & safety representative



So there's bound to be one to suit you.

If you're **NOT** a member why not **JOIN NOW** - contact local steward in College or branch office/website for an application form.

ESSENTIAL COVER IF YOU WORK IN PUBLIC SERVICES JOIN UNISON NOW

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