

**CAMBRIDGESHIRE PROBATION AREA**

- a. Yes the Job Evaluation process reached its conclusion in our Area in relation to all staff in post at the commencement of the process.
- b. Yes the Job Evaluation process in our Area has been carried out exactly in accordance with the National User Guide.
- c. No supplementary local guidance or documentation were produced.
- d. The Job Matching and evaluation carried out on the basis of (i), (ii) & (iii)
- e. I have attached a spreadsheet showing the initial job evaluation for all managers and a separate sheet showing the Appeal decisions
- f. See response to e. above - spreadsheet attached.
- g. A staff profile by grade, number of staff ethnicity and gender is attached.

UNCLASSIFIED

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Cambridgeshire

Job	Gender	Disability	Ethnicity	Spine Point	allowances paid through spine
Team Manager -DRR	F	No	White	132	
Team Manager Courts & Victims	M	No	White	141	
Team Manager MAPP	F	No	White	150	
Diversity Manager ( New)	F	Yes	British Caribbean	97	
Quality Improvement Manager (New)	F	No	A or AB Indian	99	
Practice Manager OASYS Improvement	F	No	White	123	
Team Manager Prisons	M	No	White	159	9
Team Manager Personnel	F	No	White	150	
Practice Manager-Training & Staff Devel	M	No	White	144	
Team Manager Courts & Victims	M	No	White	141	
Team Manager 2/3	M	No	White	144	
Practice Manager - Programmes	F	No	White	144	
Deputy Manager - App. Premises	M	No	White	126	3

Min Spine Point	Max Spine point	WTE	Grade	National Role Number	Match/Local	Benchmark?	Factor 1	
							Level	Points
132	150	0.5	Senior Probation Officer	45	Local	Programme Manager/Treatment Manager	6	120
132	150	1	Senior Probation Officer	49	Local	SPO Team Leader	6	120
132	150	1	Senior Probation Officer	49	Local	Generic/Area Manager	7	140
97	112	0.5	Senior Probation Officer	49	Local	SPO Generic	6	120
99	112	1	Senior Probation Officer	49	Local	SPO Generic	6	120
123	144	1	Senior Practitioner	41	Local	Training & Development Manager (41), HR/ER Manager (42)	6	120
141	159	1	Senior Probation Officer	49	Local	SPO Team Leader Generic	6	120
132	150	1	Senior Probation Officer	49	Local		7	140
123	144	1	Senior Practitioner	41	Local	Training & Dev. Manager	6	120
132	150	1	Senior Probation Officer	49	Local	SPO Team Leader Generic	6	120
132	150	1	Senior Probation Officer	49	Local	SPO Team Leader Generic	6	120
123	144	0.8	Senior Practitioner	41	Local	SPO Team Leader Generic	6	120
126	147	1	Senior Practitioner	35	Local	Senior Practitioner	6	120
					Local	AP ASST. Manager	6	120

Factor 2		Factor 3		Factor 4		Factor 5		Factor 6		Factor 7		Factor 8	
Mental Skills		Interpersonal / Communication		Physical Skills		Initiative & Independence		Responsibility For People		Responsibility For Supervision /		Responsibility for Financial Resources	
Level	Points	Level	Points	Level	Points	Level	Points	Level	Points	Level	Points	Level	Points
4	52	4b	52	2	26	5	65	4(a)	52	5	65	1	13
4 or 5	52-65	4 or 5	52-65	2	26	6	78	5	65	5	65	3	39
6	65	5	65	2	26	6	78	6	78	4	52	2	26
5	65	4	65	2	26	6	78	4	52	4 or 5	52-65	2	26
4	52	5	65	2	26	5	65	5	65	4	52	2	26
4	52	4 or 5	52-65	3	39	5	65	4	52	2	26	1	13
5	65	4	52	2	26	5	65	5	65	4	52	2	26
5	65	5	65	2	26	6	78	6c	78	3	39	4	52
4	52	5	65	2B	26	5	65	5	65	3B	39	1	13
5	65	5	65	2	26	6	78	5	65	5	65	2	26
5	65	5	65	2	26	7	91	5	65	4	52	2 OR 3	26-39
3	39	4	52	2	26	4	52	4	52	4	52	2	26
4	52	4	52	2	26	4	52	4	52	3	39	2	26

Factor 9		Factor 10		Factor 11		Factor 12		Factor 13		Total	
Responsibility for Physical Resources		Mental Demands		Emotional Demands		Physical Demands		Working Conditions			
Level	Points	Level	Points	Level	Points	Level	Points	Level	Points	Grade	
2	26	3	30	2	20	1	10	1	10	4	541
2	26	3	30	2	20	1	10	1	10	5	593-619
2	26	5	50	4	40	1	10	1	10	6	666
2	26	3	30	2	20	1	10	1	10	5	580-593
2	26	3	30	2	20	1	10	1	10	5	567
2	26	3	30	1	10	1	10	1	10	4	505-518
2	26	3	30	2	20	1	10	2	20	5	577
2	26	3	30	2	20	1	10	1	10	6	639
2 A&B	26	4B	40	1	10	2 B&C	20	1	10	5	551
2	26	3	30	3	30	1	10	1	10	5	616
2	26	3	30	2	20	1	10	1	10	5	603-629
2a	26	4	40	4	40	1	10	1	10	4	545
2	26	3	30	3	30	1	10	3	30	4	545

Cambridgeshire

Job	Gender	Disability	Ethnicity	Spine Point	allowances paid through spine
Team Manager - Approved Premises	F	No	White	135	3
Deputy Manager - App. Premises	M	No	White	126	3
Team Manager Project & Partnerships				132	
Team Manager Project & Partnerships	M	No	White	150	
Team Manager -DRR	F	No	White	132	
Team Manager Unpaid Work	M	No	White	132	
Team Manager Tier 1	M	No	White	132	
Team Manager 2/3	M	No	White	144	
Team Manager Tier 4	F	No	BME	143	
Team Manager Prisons	M	No	White	159	9
Team Manager Prisons	F	No	White	141	9
Team Manager Prisons				132	
Team Manager Programmes	M	No	White	150	
TM Ext.Interventions & Accom.	F	No	White	150	
Team Manager MAPPP	F	No	White	150	
Team Manager Courts & Victims	M	No	White	141	
Team Manager Training & Development	M	No	White	150	
Admin Serv.Manager	F	Yes	White	147	
Team Manager Personnel	F	No	White	150	
Team Manager Information Systems	M	No	White	132	
PR & Comm.Manager	M	No	White	150	
Practice Manager - Courts	F	No	White	140	
Practice Manager - Courts	M	No	White	140	
Practice Manager - Unpaid Work	M	No	White	123	
Practice Manager - Unpaid Work	M	No	White	123	
Practice Manager DRR	F	Yes	White	143	
Practice Manager - Tier 2/3	F	No	White	130	
Practice Manager - Tier 2/3	F	No	White	127	
Practice Manager - Tier 2/3	F	No	White	123	

Practice Manager - Tier 2/3	F		No	White	140
Practice Manager - Tier 2/3	F		No	White	123
Practice Manager - Tier 2/3	M		No	White	135
Practice Manager - Tier 2/3	F		No	White	137
Practice Manager - Programmes	M		No	White	144
Practice Manager - Programmes	M		No	White	144
Practice Manager - Programmes	F		No	White	144
Practice Manager OASYS Improvement	F		No	White	123
Practice Manager-Training & Staff Devel	M		No	White	144
IT Practice Manager	F		No	White	123
Diversity Manager ( New)	F		Yes	BME	97



123	144	1	Senior Practitioner		Local		6
123	144	1	Senior Practitioner		Local		6
123	144	1	Senior Practitioner		Local		6
123	144	1	Senior Practitioner		Local		6
123	144	1	Senior Practitioner		Local		4
123	144	1	Senior Practitioner		Local		4
123	144	0.8	Senior Practitioner		Local		4
123	144	1	Senior Practitioner	41	Match	Training & Dev. Manager	6
123	144	1	Senior Practitioner	41	Match	Training & Dev. Manager	6
123	144	1	Practice Manager	34	Match	IT Project Manager	5
		0.5					



120	5	65	4	52	3	39	6	78	5	65	4	52	2	26
120	5	65	4	52	3	39	6	78	5	65	4	52	2	26
120	5	65	4	52	3	39	6	78	5	65	4	52	2	26
120	5	65	4	52	3	39	6	78	5	65	4	52	2	26
80	3	39	4	52	2	26	4	52	4	52	4	52	1	13
80	3	39	4	52	2	26	4	52	4	52	4	52	1	13
80	3	39	4	52	2	26	4	52	4	52	4	52	1	13
120	4	52	4	52	3	39	5	65	4	52	2	26	1	13
120	4	52	4	52	2	26	5	65	4	52	3	39	1	13
100	4	52	4	52	3	39	4	52	2	26	3	39	2	26



2	26	3	30	2	20	1	10	2	20	5	603
2	26	3	30	2	20	1	10	2	20	5	603
2	26	3	30	2	20	1	10	2	20	5	603
2	26	3	30	2	20	1	10	2	20	5	603
2	26	4	40	4	40	1	10	1	10	4	492
2	26	4	40	4	40	1	10	1	10	4	492
2	26	4	40	4	40	1	10	1	10	4	492
2	26	3	30	1	10	1	10	1	10	4	505-518
2	26	3(c)	30	1	10	1	10	1	10	4	505-518
4	52	4	40	2	20	2	20	1	10	4	528

30hrs

Grade	Ethnicity	Sex		Std Hrs	FTE	
ACPO	W1 White British	F		37.50	1.00	
ACPO	W1 White British	M		37.50	1.00	
ACPO	W1 White British	M		37.50	1.00	
ACPO	W1 White British	M		37.50	1.00	
<b>ACPO's</b>				<b>4.00</b>	<b>4.00</b>	
SPO	B1 BorBB Caribbean	F		37.50	1.00	
SPO	W1 White British	F		37.50	1.00	
SPO	W1 White British	F		37.50	1.00	
SPO	W1 White British	F		30.00	0.80	
SPO	W1 White British	F		37.50	1.00	
SPO	W1 White British	F		30.00	0.80	
SPO	W1 White British	F		37.50	1.00	
SPO	W1 White British	F		37.50	1.00	
SPO	W1 White British	F		22.50	0.60	
SPO	W1 White British	M		37.00	0.99	
SPO	W1 White British	M		37.50	1.00	
SPO	W1 White British	M		37.50	1.00	
SPO	W1 White British	M		37.50	1.00	
SPO	W1 White British	M		37.50	1.00	
SPO	W1 White British	M		37.50	1.00	
SPO	W1 White British	M		37.50	1.00	
SPO	W1 White British	M		37.50	1.00	
SPO	W1 White British	M		37.50	1.00	
SPO1	B1 BorBB Caribbean	F		37.50	1.00	
SPO1	W1 White British	F		30.00	0.80	
SPO1	W1 White British	M		37.50	1.00	
<b>SPO/TEAM MANAGER'S</b>				<b>21.00</b>	<b>19.99</b>	
ADMA	W1 White British	F		37.00	1.00	
DM	B1 BorBB Caribbean	F		18.50	0.50	
OM	B1 BorBB Caribbean	F		37.00	1.00	
OM	W1 White British	F		18.50	0.50	
OM	W1 White British	F		37.00	1.00	
OM	W1 White British	F		37.00	1.00	
OM	W1 White British	F		37.00	1.00	
OM	W1 White British	F		37.00	1.00	
PM	W1 White British	F		37.50	1.00	
PM	W1 White British	F		37.50	1.00	
PM	W1 White British	F		22.50	0.60	
PM	W1 White British	M		22.50	0.60	
PM	W1 White British	M		37.50	1.00	
PM	W1 White British	M		37.50	1.00	
PM	W9 White Other	F		37.50	1.00	
PM4	W9 White Other	F		37.50	1.00	
PMAN	W1 White British	F		37.00	1.00	
PRMA	W1 White British	M		18.50	0.50	
<b>MIDDLE MANAGERS</b>				<b>18.00</b>	<b>15.70</b>	
PDA	W1 White British	F		37.50	1.00	
PDA	W1 White British	F		37.50	1.00	
<b>PDA'S (SENIOR PRACTITIONERS)</b>				<b>2.00</b>	<b>2.00</b>	
PO	B1 BorBB Caribbean	F		37.50	1.00	



TPO	A1 AorAB Indian	F		37.00	1.00
TPO	M9 Mixed Other	M		37.00	1.00
TPO	W1 White British	F		37.00	1.00
TPO	W1 White British	F		37.00	1.00
TPO	W1 White British	F		37.00	1.00
TPO	W1 White British	F		37.00	1.00
TPO	W1 White British	F		37.00	1.00
TPO	W1 White British	F		37.00	1.00
TPO	W1 White British	M		37.00	1.00
TPO	W1 White British	M		37.00	1.00
TPO	W1 White British	M		37.00	1.00
<b>TPO'S</b>				<b>11.00</b>	<b>11.00</b>
APS	A2 AorAB Pakistani	M		37.00	1.00
APS	W1 White British	F		37.00	1.00
APS	W1 White British	M		37.00	1.00
APS	W1 White British	M		37.00	1.00
APS	W1 White British	M		18.50	0.50
PSO	A1 AorAB Indian	M		37.00	1.00
PSO	A2 AorAB Pakistani	M		37.00	1.00
PSO	B1 BorBB Caribbean	F		37.00	1.00
PSO	B1 BorBB Caribbean	M		37.00	1.00
PSO	B1 BorBB Caribbean	M		37.00	1.00
PSO	B9 BorBB Other	F		24.00	0.65
PSO	W1 White British	F		37.00	1.00
PSO	W1 White British	F		37.00	1.00
PSO	W1 White British	F		37.00	1.00
PSO	W1 White British	F		24.00	0.65
PSO	W1 White British	F		37.00	1.00
PSO	W1 White British	F		37.00	1.00
PSO	W1 White British	F		37.00	1.00
PSO	W1 White British	F		18.50	0.50
PSO	W1 White British	F		18.50	0.50
PSO	W1 White British	F		37.00	1.00
PSO	W1 White British	F		7.50	0.20
PSO	W1 White British	F		37.00	1.00
PSO	W1 White British	F		37.00	1.00
PSO	W1 White British	F		7.50	0.20
PSO	W1 White British	F		37.00	1.00
PSO	W1 White British	F		22.50	0.61
PSO	W1 White British	F		22.50	0.61
PSO	W1 White British	F		37.00	1.00
PSO	W1 White British	F		37.00	1.00
PSO	W1 White British	F		37.00	1.00
PSO	W1 White British	F		37.00	1.00
PSO	W1 White British	F		37.00	1.00
PSO	W1 White British	F		37.00	1.00
PSO	W1 White British	F		37.00	1.00
PSO	W1 White British	F		37.00	1.00
PSO	W1 White British	F		37.00	1.00
PSO	W1 White British	F		37.00	1.00
PSO	W1 White British	F		37.00	1.00
PSO	W1 White British	F		37.00	1.00
PSO	W1 White British	F		37.00	1.00
PSO	W1 White British	F		18.50	0.50
PSO	W1 White British	F		37.00	1.00
PSO	W1 White British	F		37.00	1.00

PSO	W1 White British	F		18.50	0.50	
PSO	W1 White British	F		37.00	1.00	
PSO	W1 White British	F		30.00	0.81	
PSO	W1 White British	F		37.00	1.00	
PSO	W1 White British	F		37.00	1.00	
PSO	W1 White British	F		37.00	1.00	
PSO	W1 White British	F		7.50	0.20	
PSO	W1 White British	F		37.00	1.00	
PSO	W1 White British	F		37.00	1.00	
PSO	W1 White British	F		18.50	0.50	
PSO	W1 White British	F		37.00	1.00	
PSO	W1 White British	F		37.00	1.00	
PSO	W1 White British	F		30.00	0.81	
PSO	W1 White British	F		37.00	1.00	
PSO	W1 White British	F		37.00	1.00	
PSO	W1 White British	F		31.50	0.85	
PSO	W1 White British	F		37.00	1.00	
PSO	W1 White British	M		37.00	1.00	
PSO	W1 White British	M		37.00	1.00	
PSO	W1 White British	M		37.00	1.00	
PSO	W1 White British	M		37.00	1.00	
PSO	W1 White British	M		37.00	1.00	
PSO	W1 White British	M		8.00	0.22	
PSO	W1 White British	M		37.00	1.00	
PSO	W1 White British	M		37.00	1.00	
PSO	W1 White British	M		37.00	1.00	
PSO	W1 White British	M		37.00	1.00	
PSO	W1 White British	M		37.00	1.00	
PSO	W1 White British	M		37.00	1.00	
PSO	W1 White British	M		37.00	1.00	
PSO	W1 White British	M		37.00	1.00	
PSO	W1 White British	M		37.00	1.00	
PSO	W1 White British	M		37.00	1.00	
PSO	W1 White British	M		37.00	1.00	
PSO	W1 White British	M		37.00	1.00	
PSO	W1 White British	M		30.00	0.81	
PSO	W1 White British	M		8.00	0.22	
PSO	W1 White British	M		37.00	1.00	
PSO	W1 White British	M		37.00	1.00	
PSO	W1 White British	M		15.00	0.41	
PSO	W1 White British	M		37.00	1.00	
PSO	W1 White British	M		7.50	0.20	
PSO	W1 White British	M		7.50	0.20	
PSO	W1 White British	M		30.00	0.81	
PSO	W1 White British	M		37.00	1.00	
PSO	W1 White British	M		37.00	1.00	
PSO	W1 White British	M		37.00	1.00	
PSO	W1 White British	M		7.50	0.20	
PSO	W1 White British	M		7.50	0.20	
PSO	W1 White British	M		37.00	1.00	
PSO	W1 White British	M		37.00	1.00	
PSO	W1 White British	M		37.00	1.00	
PSO	W2 White Irish	F		37.00	1.00	
PSO	W9 White Other	F		37.00	1.00	
PSO	W9 White Other	F		37.00	1.00	
PSO	W9 White Other	F		30.00	0.81	

PSO	W9 White Other	F		37.00	1.00
PSO	W9 White Other	M		37.00	1.00
PSO	W9 White Other	M		37.00	1.00
<b>PSO GRADES</b>				<b>99.00</b>	<b>81.17</b>
IO	W1 White British	F		18.50	0.50
IO	W1 White British	M		30.00	0.81
IO	W1 White British	M		37.00	1.00
IPO	W1 White British	F		15.00	0.41
ITO	W1 White British	M		37.00	1.00
PERO	W1 White British	F		37.00	1.00
SNRF	W1 White British	F		37.00	1.00
<b>SPECIALIST SUPPORT</b>				<b>7.00</b>	<b>5.72</b>
ADMIN1	W1 White British	F		37.00	1.00
ADMIN1	W1 White British	F		17.00	0.46
ADMIN1	W1 White British	F		18.50	0.50
ADMIN1	W1 White British	F		37.00	1.00
ADMIN1	W1 White British	F		37.00	1.00
ADMIN1	W1 White British	F		20.00	0.54
ADMIN1	W1 White British	F		18.50	0.50
ADMIN1	W9 White Other	F		37.00	1.00
ADMIN1	W9 White Other	F		37.00	1.00
ADMIN2	B1 BorBB Caribbean	F		18.50	0.50
ADMIN2	W1 White British	F		30.75	0.83
ADMIN2	W1 White British	F		37.00	1.00
ADMIN2	W1 White British	F		37.00	1.00
ADMIN2	W1 White British	F		37.00	1.00
ADMIN2	W1 White British	F		22.00	0.59
ADMIN2	W1 White British	F		15.00	0.41
ADMIN2	W1 White British	F		37.00	1.00
ADMIN2	W1 White British	F		18.50	0.50
ADMIN2	W1 White British	F		37.00	1.00
ADMIN2	W1 White British	F		30.00	0.81
ADMIN2	W1 White British	F		37.00	1.00
ADMIN2	W1 White British	F		22.50	0.61
ADMIN2	W1 White British	F		37.00	1.00
ADMIN2	W1 White British	F		37.00	1.00
ADMIN2	W1 White British	F		30.00	0.81
ADMIN2	W1 White British	F		37.00	1.00
ADMIN2	W1 White British	F		37.00	1.00
ADMIN2	W1 White British	F		32.00	0.86
ADMIN2	W1 White British	F		37.00	1.00
ADMIN2	W1 White British	F		37.00	1.00
ADMIN2	W1 White British	F		37.00	1.00
ADMIN2	W1 White British	F		22.50	0.61
ADMIN2	W1 White British	F		31.50	0.85
ADMIN2	W1 White British	F		37.00	1.00
ADMIN2	W1 White British	F		37.00	1.00
ADMIN2	W1 White British	F		37.00	1.00
ADMIN2	W1 White British	F		37.00	1.00
ADMIN2	W1 White British	F		37.00	1.00
ADMIN2	W1 White British	F		37.00	1.00
ADMIN2	W1 White British	F		37.00	1.00
ADMIN2	W1 White British	F		37.00	1.00
ADMIN2	W1 White British	F		30.00	0.81

ADMIN2	W1 White British	F		18.50	0.50	
ADMIN2	W1 White British	F		15.00	0.41	
ADMIN2	W1 White British	F		37.00	1.00	
ADMIN2	W1 White British	F		37.00	1.00	
ADMIN2	W1 White British	F		20.00	0.54	
ADMIN2	W1 White British	F		15.00	0.41	
ADMIN2	W1 White British	F		37.00	1.00	
ADMIN2	W1 White British	F		18.50	0.50	
ADMIN2	W1 White British	F		37.00	1.00	
ADMIN2	W1 White British	F		23.00	0.62	
ADMIN2	W9 White Other	F		37.00	1.00	
ADMIN3	W1 White British	F		18.50	0.50	
ADMIN3	W1 White British	F		33.25	0.90	
ADMIN3	W1 White British	F		22.50	0.61	
ADMIN3	W1 White British	F		37.00	1.00	
ADMIN3	W1 White British	F		37.00	1.00	
ADMIN3	W1 White British	F		37.00	1.00	
ADMIN3	W1 White British	F		37.00	1.00	
ADMIN3	W1 White British	F		14.00	0.38	
ADMIN3	W1 White British	F		37.00	1.00	
<b>SUPPORT SERVICES</b>				<b>61.00</b>	<b>50.56</b>	
<b>TOTAL STAFF</b>				<b>278.00</b>	<b>243.74</b>	