

CUMBRIA PROBATION AREA



Cumbria

RESTRICTED

7 July 2009

Mr K O'Gallagher
UNITE
35 King Street
London
WC2 E8JG

Dear Mr O'Gallagher

**Freedom of Information Act 2000 (the Act)
Complaint from Mr K O'Gallagher of the Unite Union**

As requested by Iain McIntosh of NOMS HR, I am writing in response to Steven Dickinson's letter of 19 January 2009 regarding the above with reference to the Job Evaluation Scheme and I am able to provide the following information:

- a) The JE process has reached its conclusion in Cumbria Probation.
- b) The JE process has been carried out exactly in accordance with the National User Guide.
- c) No other supplementary local guidance or documentation has been produced.
- d) The job matching and evaluation was mostly carried out on the basis of generic grade based job descriptions and also some individual post based job descriptions.
- e) Please see attached table for details of the management posts in Cumbria Probation that were subject to JE.
- f) As e) above.
- g) A staff profile by grade, number, ethnicity and gender for Cumbria Probation is attached.

I hope you find this information helpful.

Yours sincerely

Kathryn Livingstone
HR & Training Manager

Cc Fiona Moore

Job Evaluation Information

Post Title	Initial Outcome	Appeal: Yes/No	Appeal Outcome
SPOs Offender Management (3)	Band 5 Score:619	Yes (3)	Band 6 (3) Score:662
SPOs Interventions (3)	Band 5 Score: 593-619	Yes (3)	No change to Band 5 Score:593-629
SPO Public Protection (1)	Band 5 Score:619	Yes (1)	Band 6 (1) Score:652
Approved Premises Manager (1)	Band 6 Score:659-682	No	
SPO HMP Haverigg (1)	Band 5 Score:603-629	Yes (1)	Band 6 (1) Score:744-770
HR Manager (1)	Band 5 Score:561-574	No	
Information Manager (1)	Band 5 Score:553	No	
Business Process Manager (1)	Band 5 Score:615	No	
Community Reintegration Manager (1)	Band 5 Score:554	No	
QA/Unpaid Work Managers (3)	Band 4 Score:485-541	No	
Divisional Office Managers (3)	Band 4 Score:511-498	No	

STAFF PROFILE AS AT 30 June 2009

STAFF PROFILE	HQ		East		West		Appr Prem (Incl Reliefs)		Secondees		TOTAL	
	No	%	No	%	No	%	No	%	No	%	No	%
FULL-TIME / PART-TIME												
FT Male	6	24.0%	23	27.4%	20	24.4%	7	41.2%	2	20.0%	58	26.6%
FT Female	18	72.0%	31	36.9%	43	52.4%	3	17.6%	8	80.0%	103	47.2%
PT Male	0	0.0%	8	9.5%	5	6.1%	4	23.5%	0	0.0%	17	7.8%
PT Female	1	4.0%	22	26.2%	14	17.1%	3	17.6%	0	0.0%	40	18.3%
Total	25		84		82		17		10		218	
GENDER												
Males	7	28.0%	31	36.9%	25	30.5%	11	64.7%	2	20.0%	76	34.9%
Females	18	72.0%	53	63.1%	57	69.5%	6	35.3%	8	80.0%	142	65.1%
Total	25		84		82		17		10		218	
AGE												
16-19	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
20-24	3	12.0%	4	4.8%	4	4.9%	1	5.9%	0	0.0%	12	5.5%
25-29	2	8.0%	8	9.5%	13	15.9%	0	0.0%	0	0.0%	23	10.6%
30-34	2	8.0%	11	13.1%	4	4.9%	1	5.9%	3	30.0%	21	9.6%
35-39	1	4.0%	8	9.5%	11	13.4%	0	0.0%	1	10.0%	21	9.6%
40-44	3	12.0%	10	11.9%	14	17.1%	3	17.6%	1	10.0%	31	14.2%
45-49	2	8.0%	8	9.5%	9	11.0%	5	29.4%	1	10.0%	25	11.5%
50-54	10	40.0%	10	11.9%	14	17.1%	5	29.4%	1	10.0%	40	18.3%
55-59	2	8.0%	14	16.7%	10	12.2%	2	11.8%	3	30.0%	31	14.2%
60-64	0	0.0%	10	11.9%	2	2.4%	0	0.0%	0	0.0%	12	5.5%
65 and over	0	0.0%	1	1.2%	1	1.2%	0	0.0%	0	0.0%	2	0.9%
Over 50	12	48.0%	35	41.7%	27	32.9%	7	41.2%	4	23.5%	85	39.0%
Total	25		84		82		17		10		218	
GRADE												
Band 1	2	8.0%	5	6.0%	6	7.3%	0	0.0%	0	0.0%	13	6.0%
Band 2	4	16.0%	10	11.9%	12	14.6%	0	0.0%	1	10.0%	27	12.4%
Band 3	4	16.0%	29	34.5%	35	42.7%	8	47.1%	2	20.0%	78	35.8%
Band 4	6	24.0%	35	41.7%	24	29.3%	8	47.1%	5	50.0%	78	35.8%
Band 5	6	24.0%	4	4.8%	4	4.9%	1	5.9%	0	0.0%	15	6.9%
Band 6	1	4.0%	1	1.2%	1	1.2%	0	0.0%	2	20.0%	5	2.3%
Above	2	8.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	2	0.9%
Total	25		84		82		17		10		218	
DISABILITY												
Disabled	0	0.0%	5	6.0%	2	2.4%	0	0.0%	0	0.0%	7	3.2%
Not disabled	25	100.0%	79	94.0%	80	97.6%	17	100.0%	8	80.0%	209	95.9%
Undeclared	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
No data	0	0.0%	0	0.0%	0	0.0%	0	0.0%	2	20.0%	2	0.9%
Total	25		84		82		17		10		218	
ETHNIC ORIGIN												
White British	24	96.0%	80	95.2%	78	95.1%	15	88.2%	9	90.0%	206	94.5%
White Irish	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1	10.0%	1	0.5%
White Other	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Other Ethnic Group	1	4.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1	0.5%
Mixed Other	0	0.0%	1	1.2%	0	0.0%	0	0.0%	0	0.0%	1	0.5%
Black or Black Carribean	0	0.0%	0	0.0%	1	1.2%	0	0.0%	0	0.0%	1	0.5%
Chinese	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Asian or Asian British	0	0.0%	1	1.2%	0	0.0%	1	5.9%	0	0.0%	2	0.9%
Indian	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Pakistani	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Bangladeshi	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Undeclared	0	0.0%	1	1.2%	2	2.4%	1	5.9%	0	0.0%	4	1.8%
No data	0	0.0%	1	1.2%	1	1.2%	0	0.0%	0	0.0%	2	0.9%
Total	25		84		82		17		10		218	