

**DEVON & CORNWALL PROBATION AREA**



Strictly Private & Confidential

Mr Kevin O'Gallagher  
Unite  
35 King Street  
Covent Garden  
London WC2E 8JG

5 June 2009

Dear Mr O'Gallagher

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

I refer to the above request for information. I am very sorry for the considerable delay in providing you with this response. By way of explanation, the delay has been caused, in part, by the original transfer of your request for processing to the Open Government Unit – now Data Access and Compliance Unit (DACU). This transfer was notified to you on 7 December 2007. On 2 June 2009 DACU transferred the request back to Devon & Cornwall Probation Area due to a change in their service provision. This is in part due to the clarification provided by the Information Commissioner of accountable authority.

The following represents our response to the various queries asked:

- a) Has the Job Evaluation process reached its conclusion in Devon & Cornwall Probation area in relation to all staff in post at the commencement of the process?  
**YES – ALL COMPLETE.**
- b) Has the Job Evaluation process in your Area been carried out exactly in accordance with the National User Guide?  
**YES – TRAINING WAS COMPLETED USING THIS GUIDE.**
- c) Were any supplementary local guidance or documentation produced?  
**NO.**
- d) The job matching and evaluation was carried out on the basis of all three choices i), ii), iii) as described in the letter.

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**An explanation of the data supplied via excel spreadsheets attached:**

- e) Details of the management posts are supplied in an excel attachment to include bands and scores for all managers. These details have been anonymised. The posts were categorised by job function. The data has been provided on the basis of total headcount rather than full-time equivalent.
- f) According to our electronic data, 1 appeal was received and conducted for a manager post and the outcome of that appeal was an increase in grade.
- g) Staff profile by grade, number, ethnicity and gender of the area is attached in an excel spreadsheet.

I hope you are satisfied with the information provided but if not then please contact myself or John Cupit (Information Compliance Officer 01392 474108) who may be able to help. If you are unhappy with the response then you are able to raise a formal complaint in writing explaining the nature of your dissatisfaction. Please send this to:

Chief Officer  
Devon & Cornwall Probation Area  
Queen's House  
Little Queen Street  
EXETER  
EX4 3LJ

Yours sincerely

Alison Stretton  
HR Assistant

Staff Profile			
Band	Gender	Ethnicity	Total
Band 1	F	W1	11.00
		<b>F Total</b>	<b>11.00</b>
	M	W1	2.00
		<b>M Total</b>	<b>2.00</b>
<b>Band 1 Total</b>			<b>13.00</b>
Band 2	F	NS	2.00
		O9	1.00
		W1	92.00
		W9	3.00
	<b>F Total</b>	<b>98.00</b>	
	M	M3	1.00
		NS	1.00
		W1	46.00
<b>M Total</b>		<b>48.00</b>	
<b>Band 2 Total</b>			<b>146.00</b>
Band 3	F	B1	1.00
		M1	1.00
		NS	3.00
		W1	118.00
		W9	1.00
	<b>F Total</b>	<b>124.00</b>	
	M	M1	1.00
		M3	2.00
		M9	2.00
		NS	4.00
		W1	74.00
W2		3.00	
W9	1.00		
<b>M Total</b>	<b>87.00</b>		
<b>Band 3 Total</b>			<b>211.00</b>
Band 4	F	B1	2.00
		B2	1.00
		M3	1.00
		NS	6.00
		O1	1.00
		W1	112.00
		W2	1.00
	W9	5.00	
	<b>F Total</b>	<b>129.00</b>	
	M	W1	50.00
		W2	3.00
W3		1.00	
W9		3.00	
<b>M Total</b>	<b>57.00</b>		
<b>Band 4 Total</b>			<b>186.00</b>
Band 5	F	NS	1.00
		W1	20.00
		W2	1.00
	<b>F Total</b>	<b>22.00</b>	
	M	M3	1.00
		M9	1.00
		NS	1.00
W1		23.00	
W9	2.00		
<b>M Total</b>	<b>28.00</b>		
<b>Band 5 Total</b>			<b>50.00</b>
Band 6	F	W1	1.00
		<b>F Total</b>	<b>1.00</b>
	M	W1	2.00
		W9	1.00
<b>M Total</b>	<b>3.00</b>		
<b>Band 6 Total</b>			<b>4.00</b>

Key: Ethnicity Codes

Ethnic Origin	Code
British	W1
Irish	W2
Any other white	W9
White and Asian	M3
Any other mixed background	M9
Refusal	NS

**List of Management Posts (Band 5&6)**

Band	Gender	Ethnicity	Total JE points	Total
Band 5	F	NS	574	1.00
		W1	574	4.00
		W1	580	1.00
		W1	593	1.00
		W1	616	13.00
		W1	619	1.00
		W2	580	1.00
	<b>Female Total</b>			<b>22.00</b>
	M	M3	616	1.00
		M9	580	1.00
		NS	580	1.00
		W1	560	1.00
		W1	564	1.00
		W1	567	1.00
		W1	574	5.00
		W1	580	2.00
		W1	616	11.00
		W1	619	2.00
		W9	616	2.00
		<b>Male Total</b>		
<b>Band 5 Total</b>			<b>50.00</b>	
Band 6	F	W1	711	1.00
	<b>Female Total</b>			<b>1.00</b>
	M	W1	669	1.00
		W1	695	1.00
		W9	652	1.00
<b>Male Total</b>			<b>3.00</b>	
<b>Band 6 Total</b>			<b>4.00</b>	

**Key: Ethnicity Codes**

**Ethnic Origin**

British  
 Irish  
 Any other white  
 White and Asian  
 Any other mixed background  
 Refusal

**Code**

W1  
 W2  
 W9  
 M3  
 M9  
 NS