

HUMBERSIDE PROBATION AREA

Has the job Evaluation process reached its conclusion in your Area in relation to all staff in post at the commencement of the process?	Yes
Has the job Evaluation process in your Area been carried out exactly in accordance with the National User Guide?	Yes
Were any supplementary local guidelines or documentation produced?	No
<p>Was the job matching and evaluation carried out on the basis of</p> <ul style="list-style-type: none"> i) generic grade-based job description ii) role-based job descriptions iii) individual post-based job descriptions <p>The majority of posts were matched and evaluated using a generic grade-based job description, but for some posts we used role-based job descriptions e.g. approved premises SPO and individual post-based job descriptions e.g. HR Manager</p> <p>Area Managers Generic grade based SPO AP Role-based job descriptions SPO Generic grade based</p> <p>All other management posts were evaluated on individual post based job descriptions.</p>	
What were the initial job evaluation outcomes for management posts in your area? <i>Please see attached.</i>	
How many and which Job Evaluation outcomes for management posts have resulted in appeals and what was the outcome of the appeals if they have been concluded?	None
A staff profile, by grade, number, ethnicity and gender of your area. <i>Please see attached.</i>	

Job Evaluation Results														
JK	MS	I/C	PS	II	RP	RS	RF	RP	MD	ED	PD	WC	Total JE points	Band
Area Manager	140	65	26	91	78	78	52	26	40	30	10	10	711	6
AP SPO	120	52	26	65	65	52	52	52	40	40	10	30	669	6
Contracts Manager	120	52	39	65	39	39	52	39	40	10	10	10	567	5
Diversity Manager	120	52	26	91	52	26	39	39	40	20	10	10	590	5
Information Manager	120	65	39	65	39	39	13	39	40	20	10	10	551	5
Projects Manager	100	65	39	39	39	52	52	26	40	20	20	10	554	5
Senior Probationary	120	65	26	78	65	65	26	26	30	30	10	10	616	5
NVQ SPO	120	65	26	78	65	65	39	26	30	20	10	10	619	5
Training Manager	120	65	26	78	65	52	52	26	30	20	10	10	619	5
Unit Manager	120	65	26	78	52	65	26	26	30	20	10	10	593	5
Personnel Manager	120	65	26	78	65	39	26	26	30	30	10	10	590	5
IT Manager	120	52	26	91	39	39	39	39	40	10	10	10	554	5

Figures as at March 2009

Male																		
ethnic region	Refused						Asian/Asian			British		Black		Mixed		White		
	Banglades	Indian	Pakist	African	Carribbean	Other	Other	White Asian	WH/BL Caribbean	British	Irish	Other						
CO																		1
ACO																		3.6
Admin 1																		0.5
Admin 2																		4
Admin 3																		5.11
Admin 4																		3
Manager																		5.81
Assistant Warden																		6
UW Supervisor																		12.83
PO																		39.1
PSO	1		1		1			1										28.56
Area Manager																		2
PDA																		1
SPO																		15
Support Worker																		2
TPO																		4
Total W	1	0	1	0	5	1	1	0	3	0	133.5	1	3	149.51				
Female																		
ethnic region	Refused						Asian/Asian			British		Black		Mixed		White		
	Banglades	Indian	Pakist	African	Carribbean	Other	Other	White Asian	WH/BL Caribbean	British	Irish	Other						
ACO																		0.81
Admin 1																		2
Admin 2																		1
Admin 3																		37.11
Admin 4																		39.49
Manager																		10.31
Assistant Warden																		5
UW Supervisor																		7
PO																		1.63
PSO																		74.14
Area Manager																		0.8
PDA																		1
SPO																		86.24
Support Worker																		2
TPO																		2.8
Total W	0	0	3	0	1	2.5	0.81	0.5	2	0	296.8	0	2.8	309.43				