

LINCOLNSHIRE PROBATION AREA

O'Gallagher, Kevin

From: Nigel.Smith@lincolnshire.probation.gsi.gov.uk
Sent: 10 June 2009 15:19
To: O'Gallagher, Kevin
Subject: Freedom of Information Request concerning Job Evaluation

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Kevin,

I am responding on behalf of Lincolnshire Probation Service with reference to questions raised concerning the Job Evaluation Scheme. Lincolnshire's response to each question is as follows:

Question A - Yes the process has reached its conclusion.

Question B - Yes it has

Question C - No supplementary local guidance or documentation was produced.

Question D - In Lincolnshire job matching & evaluation was a mix of statement ii) and statement iii)

Question E - please note details in attached spreadsheet

Question F - please see spreadsheet FIO JE and the highlighted in yellow posts.

Question G - please see spreadsheet FOI staff profile which gives the details requested

if you require any clarification please let me know

regards

Nigel Smith

Performance & Excellence Manager

Head Office - 7 Lindum Terrace, Lincoln LN2 5RP

Tel: 01522 520776 Ext 1105, dd 580445

Think before you write - Is it justifiable? Probation information may be disclosable in accordance with data legislation including the Data Protection Act 1998 and the Freedom of Information Act 2000.

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Evaluation Outcomes For Management Posts
Lincolnshire Area

Post	Total Points	Pay Band	Points before appeal	Band before Appeal
MAPP Manager	646	6	613	5
Approved Premises Manager	633	6		
Unpaid Work Manager	606	5		
Senior Probation Officer Offender Manager	606	5		
Senior Probation Officer Pre Release	606	5		
Senior Probation Officer Prisons	600	5		
Healthy Living Manager	593	5		
Business Support Manager	593	5		
Performance & Excellence Manager	593	5		
Training Manager	590	5		
Human Resources Manager	587	5		
Contracts Manager	587	5	495	4
Senior Probation Officer Programmes	580	5		
Communications Manager	567	5	541	4
ETE Manager	557	5		
Area Finance Manager	554	5		
Unpaid Work Unit Manager	501	4		
Human Resources Officer	482	4	449	3
Senior Administrator MAPPA	472	3		
Senior Administrator Offender Management	462	3		
Personal Assistant to Chief Officer & Chair	446	3		
Senior Administrator Interventions	439	3		
Business Support Officer	416	3		

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Lincolnshire Probation Area Staff Profile

Count of personalid				
salaryscal2	poststatus	ethnorig	sex	Total
Band 2	OOS	W1	F	2
	SSA	NS	F	1
		W1	F	36
			M	3
	W9	F	2	
SSO	W1	F	1	
Band 3	OOS	NS	M	2
		W1	F	4
			M	13
	W2	M	1	
	OST	W1	M	2
	PSO	A1	M	1
		M3	F	1
		M9	F	1
		NS	F	2
		W1	F	40
			M	21
	W9	F	2	
	SSA	W1	F	24
M			5	
Band 4	OOS	W1	M	1
	OST	W1	F	1
			M	2
	PRO	NS	F	1
		O9	M	1
		W1	F	36
			M	9
	W9	F	1	
	PSO	A1	F	1
		W1	F	1
	M		1	
SSA	W1	M	2	
Band 5 [99 - 112]	MMG	W1	F	13
			M	11
	PDA	W1	F	2
	PRO	W1	F	5
			M	1
W9	F	1		
Band 6 [111 -129]	MMG	W1	F	1
			M	1
Band B	ACO	W1	F	2
			M	2
MMG	W1	M	1	
Band C	ACO	W1	F	1
Band TPO (32 & 39]	TPO	W1	F	6
			M	2
Grand Total				270

poststatus	salaryscal	personalid	ethnicorig	sex
ACO	Band B	00029	W1	F
ACO	Band B	00090	W1	F
ACO	Band C	00194	W1	F
ACO	Band B	00219	W1	M
ACO	Band B	00378	W1	M
MMG	Band 6 [111 -129]	00015	W1	M
MMG	Band 5 [99 - 112]	00027	W1	M
MMG	Band 5 [99 - 112]	00032	W1	F
MMG	Band 6 [111 -129]	00034	W1	F
MMG	Band 5 [99 - 112]	00044	W1	F
MMG	Band B	00058	W1	M
MMG	Band 5 [99 - 112]	00062	W1	M
MMG	Band 5 [99 - 112]	00070	W1	M
MMG	Band 5 [99 - 112]	00071	W1	F
MMG	Band 5 [99 - 112]	00085	W1	M
MMG	Band 5 [99 - 112]	00158	W1	M
MMG	Band 5 [99 - 112]	00161	W1	M
MMG	Band 5 [99 - 112]	00166	W1	F
MMG	Band 5 [99 - 112]	00175	W1	F
MMG	Band 5 [99 - 112]	00178	W1	F
MMG	Band 5 [99 - 112]	00186	W1	F
MMG	Band 5 [99 - 112]	00187	W1	F
MMG	Band 5 [99 - 112]	00245	W1	F
MMG	Band 5 [99 - 112]	00266	W1	F
MMG	Band 5 [99 - 112]	00304	W1	F
MMG	Band 5 [99 - 112]	00321	W1	F
MMG	Band 5 [99 - 112]	00359	W1	M
MMG	Band 5 [99 - 112]	00387	W1	M
MMG	Band 5 [99 - 112]	00400	W1	M
MMG	Band 5 [99 - 112]	00404	W1	M
MMG	Band 5 [99 - 112]	00415	W1	F
MMG	Band 5 [99 - 112]	00420	W1	M
OOS	Band 3 [47 - 74]	00016	NS	M
OOS	Band 3 [47 - 74]	00118	W1	M
OOS	Band 3 [47 - 74]	00136	NS	M
OOS	Band 3 [47 - 74]	00144	W1	M
OOS	Band 3 [47 - 74]	00170	W1	M
OOS	Band 3 [45 - 74]	00193	W1	M
OOS	Band 3 [48 - 74]	00212	W1	F
OOS	Band 4 [75 - 102]	00284	W1	M
OOS	Band 3 [47 - 74]	00337	W1	M
OOS	Band 3 [47 - 74]	00339	W1	F
OOS	Band 3 [47 - 74]	00342	W1	F
OOS	Band 3 [47 - 74]	00345	W1	M
OOS	Band 3 [47 - 74]	00355	W1	F
OOS	Band 3 [47 - 74]	00377	W2	M
OOS	Band 3 [47 - 74]	00390	W1	M
OOS	Band 3 [47 - 74]	00395	W1	M
OOS	Band 3 [47 - 74]	00397	W1	M
OOS	Band 3 [47 - 74]	00413	W1	M
OOS	Band 2 [24 - 46]	00465	W1	F
OOS	Band 2 [24 - 46]	00470	W1	F
OOS	Band 3 [47 - 74]	00472	W1	M
OOS	Band 3 [47 - 74]	00473	W1	M
OOS	Band 3 [47 - 74]	00475	W1	M

OST	Band 4	[75 - 102]	00162	W1	M
OST	Band 3	[47 - 74]	00382	W1	M
OST	Band 4	[75 - 102]	00403	W1	M
OST	Band 3	[47 - 74]	00421	W1	M
OST	Band 4	[75 - 102]	00451	W1	F
PDA	Band 5	[99 - 112]	00041	W1	F
PDA	Band 5	[99 - 112]	00138	W1	F
PRO	Band 5	[99 - 112]	00001	W1	F
PRO	Band 5	[99 - 112]	00002	W1	F
PRO	Band 4	[75 - 102]	00005	W1	F
PRO	Band 4	[75 - 102]	00008	W1	F
PRO	Band 4	[75 - 102]	00009	W1	F
PRO	Band 4	[75 - 102]	00011	W1	F
PRO	Band 4	[75 - 102]	00013	W1	F
PRO	Band 4	[76 - 102]	00018	W1	F
PRO	Band 4	[75 - 102]	00019	W1	F
PRO	Band 4	[75 - 102]	00021	W1	F
PRO	Band 4	[75 - 102]	00040	W1	F
PRO	Band 4	[75 - 102]	00042	NS	F
PRO	Band 4	[75 - 102]	00045	W1	F
PRO	Band 4	[75 - 102]	00047	W1	F
PRO	Band 4	[75 - 102]	00063	W1	F
PRO	Band 5	[99 - 112]	00077	W1	M
PRO	Band 4	[75 - 102]	00083	O9	M
PRO	Band 4	[75 - 102]	00121	W1	F
PRO	Band 5	[99 - 112]	00152	W1	F
PRO	Band 4	[75 - 102]	00160	W9	F
PRO	Band 4	[75 - 102]	00165	W1	F
PRO	Band 5	[99 - 112]	00182	W1	F
PRO	Band 4	[75 - 102]	00183	W1	F
PRO	Band 4	[75 - 102]	00184	W1	M
PRO	Band 5	[99 - 112]	00188	W1	F
PRO	Band 4	[76 - 102]	00224	W1	F
PRO	Band 4	[75 - 102]	00238	W1	M
PRO	Band 4	[75 - 102]	00241	W1	F
PRO	Band 4	[75 - 102]	00242	W1	F
PRO	Band 4	[75 - 102]	00259	W1	F
PRO	Band 4	[75 - 102]	00262	W1	M
PRO	Band 4	[75 - 102]	00263	W1	M
PRO	Band 4	[75 - 102]	00267	W1	F
PRO	Band 4	[75 - 102]	00268	W1	F
PRO	Band 4	[75 - 102]	00276	W1	M
PRO	Band 4	[75 - 102]	00288	W1	F
PRO	Band 4	[75 - 102]	00289	W1	F
PRO	Band 4	[75 - 102]	00290	W1	F
PRO	Band 4	[75 - 102]	00291	W1	F
PRO	Band 4	[75 - 102]	00292	W1	M
PRO	Band 4	[75 - 102]	00297	W1	M
PRO	Band 4	[75 - 102]	00309	W1	M
PRO	Band 4	[75 - 102]	00347	W1	F
PRO	Band 4	[75 - 102]	00348	W1	F
PRO	Band 4	[75 - 102]	00350	W1	F
PRO	Band 5	[99 - 112]	00352	W9	F
PRO	Band 4	[75 - 102]	00356	W1	F
PRO	Band 4	[75 - 102]	00367	W1	F
PRO	Band 4	[75 - 102]	00370	W1	F

PRO	Band 4	[76 - 102]	00384	W1	M
PRO	Band 4	[75 - 102]	00386	W1	F
PRO	Band 4	[76 - 102]	00428	W1	F
PRO	Band 4	[76 - 102]	00429	W1	F
PRO	Band 4	[76 - 102]	00430	W1	F
PRO	Band 4	[76 - 102]	00431	W1	F
PSO	Band 3	[47 - 74]	00004	W1	F
PSO	Band 3	[47 - 74]	00022	W1	F
PSO	Band 3	[47 - 74]	00028	A1	M
PSO	Band 4	[75 - 102]	00050	A1	F
PSO	Band 3	[47 - 74]	00055	NS	F
PSO	Band 3	[47 - 74]	00059	W1	F
PSO	Band 3	[47 - 74]	00073	W1	F
PSO	Band 3	[47 - 74]	00075	W9	F
PSO	Band 3	[47 - 74]	00093	W1	M
PSO	Band 3	[47 - 74]	00100	W9	F
PSO	Band 3	[48 - 74]	00103	W1	M
PSO	Band 3	[47 - 74]	00105	W1	M
PSO	Band 3	[47 - 74]	00119	NS	F
PSO	Band 3	[47 - 74]	00127	W1	F
PSO	Band 3	[47 - 74]	00129	W1	F
PSO	Band 3	[47 - 74]	00139	W1	F
PSO	Band 3	[47 - 74]	00147	W1	M
PSO	Band 4	[75 - 102]	00159	W1	M
PSO	Band 3	[47 - 74]	00164	W1	M
PSO	Band 3	[47 - 74]	00176	W1	M
PSO	Band 3	[47 - 74]	00189	W1	F
PSO	Band 3	[47 - 74]	00191	W1	F
PSO	Band 3	[47 - 74]	00216	W1	M
PSO	Band 3	[47 - 74]	00218	W1	F
PSO	Band 3	[47 - 74]	00222	W1	M
PSO	Band 3	[47 - 74]	00223	W1	M
PSO	Band 3	[48 - 74]	00228	W1	F
PSO	Band 3	[47 - 74]	00229	W1	F
PSO	Band 3	[47 - 74]	00246	W1	F
PSO	Band 3	[47 - 74]	00261	W1	F
PSO	Band 3	[47 - 74]	00279	W1	F
PSO	Band 3	[47 - 74]	00280	W1	F
PSO	Band 3	[47 - 74]	00295	W1	F
PSO	Band 3	[48 - 74]	00298	M9	F
PSO	Band 3	[47 - 74]	00300	W1	F
PSO	Band 3	[47 - 74]	00306	W1	F
PSO	Band 3	[47 - 74]	00312	W1	F
PSO	Band 3	[47 - 74]	00315	W1	M
PSO	Band 3	[47 - 74]	00317	W1	F
PSO	Band 3	[47 - 74]	00319	W1	F
PSO	Band 3	[47 - 74]	00326	W1	M
PSO	Band 3	[47 - 74]	00327	W1	F
PSO	Band 3	[47 - 74]	00332	W1	M
PSO	Band 3	[47 - 74]	00336	W1	F
PSO	Band 3	[47 - 74]	00344	W1	M
PSO	Band 3	[47 - 74]	00349	W1	F
PSO	Band 3	[47 - 74]	00358	W1	F
PSO	Band 3	[47 - 74]	00363	W1	M
PSO	Band 3	[47 - 74]	00369	W1	F
PSO	Band 3	[47 - 74]	00374	W1	M

PSO	Band 3	[47 - 74]	00375	W1	F
PSO	Band 3	[47 - 74]	00376	W1	M
PSO	Band 3	[47 - 74]	00380	W1	F
PSO	Band 3	[47 - 74]	00388	W1	M
PSO	Band 3	[47 - 74]	00389	W1	M
PSO	Band 3	[47 - 74]	00391	W1	F
PSO	Band 3	[47 - 74]	00392	W1	F
PSO	Band 4	[75 - 102]	00393	W1	F
PSO	Band 3	[48 - 74]	00398	W1	M
PSO	Band 3	[47 - 74]	00423	W1	F
PSO	Band 3	[47 - 74]	00425	W1	F
PSO	Band 3	[47 - 74]	00426	W1	F
PSO	Band 3	[47 - 74]	00433	W1	F
PSO	Band 3	[48 - 74]	00436	W1	M
PSO	Band 3	[47 - 74]	00439	W1	F
PSO	Band 3	[47 - 74]	00440	W1	F
PSO	Band 3	[47 - 74]	00441	W1	F
PSO	Band 3	[47 - 74]	00456	W1	F
PSO	Band 3	[47 - 74]	00457	W1	F
PSO	Band 3	[47 - 74]	00460	M3	F
PSO	Band 3	[48 - 74]	00468	W1	M
SSA	Band 3	[47 - 74]	00023	W1	F
SSA	Band 2	[23 - 46]	00053	W1	F
SSA	Band 3	[47 - 74]	00072	W1	F
SSA	Band 2	[23 - 46]	00074	W1	F
SSA	Band 2	[23 - 46]	00084	W1	F
SSA	Band 2	[23 - 46]	00104	W1	F
SSA	Band 3	[47 - 74]	00120	W1	M
SSA	Band 2	[23 - 46]	00132	W1	F
SSA	Band 3	[47 - 74]	00137	W1	F
SSA	Band 2	[23 - 46]	00142	W1	F
SSA	Band 2	[23 - 46]	00143	W1	F
SSA	Band 3	[47 - 74]	00146	W1	F
SSA	Band 2	[23 - 46]	00148	W1	F
SSA	Band 3	[47 - 74]	00150	W1	F
SSA	Band 2	[23 - 46]	00151	NS	F
SSA	Band 3	[47 - 74]	00169	W1	F
SSA	Band 3	[47 - 74]	00172	W1	F
SSA	Band 2	[23 - 46]	00179	W1	F
SSA	Band 2	[23 - 46]	00226	W1	F
SSA	Band 3	[47 - 74]	00237	W1	F
SSA	Band 3	[47 - 74]	00240	W1	F
SSA	Band 2	[23 - 46]	00252	W1	F
SSA	Band 3	[47 - 74]	00253	W1	F
SSA	Band 3	[47 - 74]	00273	W1	M
SSA	Band 3	[47 - 74]	00275	W1	F
SSA	Band 2	[23 - 46]	00281	W1	F
SSA	Band 3	[47 - 74]	00282	W1	F
SSA	Band 2	[23 - 46]	00283	W1	F
SSA	Band 2	[23 - 46]	00286	W1	F
SSA	Band 2	[23 - 46]	00287	W1	F
SSA	Band 3	[47 - 74]	00293	W1	F
SSA	Band 2	[23 - 46]	00296	W1	F
SSA	Band 3	[48 - 74]	00303	W1	F
SSA	Band 3	[47 - 74]	00310	W1	F
SSA	Band 3	[47 - 74]	00323	W1	F

SSA	Band 2	[23 - 46]	00324	W1	F
SSA	Band 4	[75 - 102]	00343	W1	M
SSA	Band 3	[47 - 74]	00346	W1	M
SSA	Band 2	[23 - 46]	00365	W1	F
SSA	Band 4	[75 - 102]	00368	W1	M
SSA	Band 2	[23 - 46]	00372	W1	F
SSA	Band 2	[23 - 46]	00372#01	W1	F
SSA	Band 3	[47 - 74]	00379	W1	F
SSA	Band 2	[23 - 46]	00381	W1	F
SSA	Band 2	[24 - 46]	00383	W1	F
SSA	Band 2	[24 - 46]	00401	W1	F
SSA	Band 3	[48 - 74]	00402	W1	F
SSA	Band 2	[23 - 46]	00405	W1	F
SSA	Band 2	[23 - 46]	00406	W9	F
SSA	Band 3	[47 - 74]	00407	W1	F
SSA	Band 2	[23 - 46]	00410	W1	F
SSA	Band 2	[23 - 46]	00412	W1	F
SSA	Band 2	[23 - 46]	00417	W1	F
SSA	Band 2	[23 - 46]	00422	W1	F
SSA	Band 3	[47 - 74]	00424	W1	F
SSA	Band 3	[47 - 74]	00434	W1	M
SSA	Band 3	[48 - 74]	00437	W1	M
SSA	Band 3	[47 - 74]	00442	W1	F
SSA	Band 3	[48 - 74]	00443	W1	F
SSA	Band 3	[47 - 74]	00444	W1	F
SSA	Band 2	[23 - 46]	00450	W1	F
SSA	Band 2	[23 - 46]	00452	W9	F
SSA	Band 2	[23 - 46]	00453	W1	M
SSA	Band 2	[23 - 46]	00454	W1	F
SSA	Band 3	[47 - 74]	00455	W1	F
SSA	Band 2	[23 - 46]	00458	W1	F
SSA	Band 2	[23 - 46]	00459	W1	F
SSA	Band 2	[23 - 46]	00461	W1	F
SSA	Band 2	[23 - 46]	00462	W1	F
SSA	Band 2	[23 - 46]	00463	W1	F
SSA	Band 2	[23 - 46]	00464	W1	M
SSA	Band 2	[24 - 46]	00466	W1	M
SSA	Band 2	[24 - 46]	00471	W1	F
SSO	Band 2	[23 - 46]	00190	W1	F
TPO	Band TPO (32 & 39]		00371	W1	F
TPO	Band TPO (32 & 39]		00394	W1	F
TPO	Band TPO (32 & 39]		00416	W1	F
TPO	Band TPO (32 & 39]		00419	W1	F
TPO	Band TPO (32 & 39]		00446	W1	F
TPO	Band TPO (32 & 39]		00447	W1	F
TPO	Band TPO (32 & 39]		00448	W1	M
TPO	Band TPO (32 & 39]		00449	W1	M