

LONDON PROBATION AREA

From: Nick.Bowen@london.probation.gsi.gov.uk [mailto:Nick.Bowen@london.probation.gsi.gov.uk]
Sent: 15 June 2009 17:00
To: O'Gallagher, Kevin
Cc: Hope.Danvers@london.probation.gsi.gov.uk; Geoff.Lee@london.probation.gsi.gov.uk
Subject: Freedom of information request

SENT ON BEHALF OF JOHN AYTON, HR MANAGER

Kevin,

I refer to my e-mail of 05 June and attach information as requested.

The answers to your questions are as follows:

- 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 was carried out on the basis of (i), (ii) & (iii)
- e. See attached spreadsheet - FOI request
- f. See attached spreadsheet - appeal outcomes, which, for ease of reference, contains the original scores as well

I hope this meets your needs,

regards,

John

Nick Bowen
London Probation
Human Resources Management

19/10/2009

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Breakdown of staff numbers by payband, gender and ethnicity
 Paybands 1-6 and TPO (please note this excludes c80 staff in Senior Management Positions)

Pay Range	Gender	Ethnicity	Total No	
BAND 1	Female	Asian or Asian British: Indian	1	
		Asian or Asian British: Chinese	1	
		Black or Black British: Other	2	
		Black or Black British: African	4	
		Black or Black British: Caribbean	16	
		Mixed: Other	1	
		Mixed: White & Black Caribbean	1	
		Relaxed	2	
		White: British	22	
		White: Irish	2	
		White: Other	2	
		Female Total		54
		Male	Black or Black British: African	1
			Black or Black British: Caribbean	1
Mixed: Other	1			
Male Total		3		
BAND 1 Total		57		
BAND 2	Female	Asian or Asian British: Indian	16	
		Asian or Asian British: Chinese	9	
		Asian or Asian British: Bangladeshi	2	
		Asian or Asian British: Pakistani	7	
		Black or Black British: Other	12	
		Black or Black British: African	41	
		Black or Black British: Caribbean	87	
		Chinese	1	
		Mixed: Other	3	
		Mixed: White & Asian	1	
		Mixed: White & Black African	2	
		Mixed: White & Black Caribbean	5	
		Other Ethnic Group	3	
		Relaxed	11	
White: British	128			
White: Irish	9			
White: Other	7			
Female Total		363		
Male	Asian or Asian British: Indian	3		
	Asian or Asian British: Chinese	4		
	Asian or Asian British: Bangladeshi	4		
	Asian or Asian British: Pakistani	5		
	Black or Black British: Other	1		
	Black or Black British: African	15		
	Black or Black British: Caribbean	13		
	Chinese	1		
	Mixed: Other	1		
	Mixed: White & Asian	1		
	Mixed: White & Black African	1		
	Mixed: White & Black Caribbean	1		
	Other Ethnic Group	1		
	Relaxed	4		
White: British	36			
White: Irish	2			
White: Other	1			
Male Total		80		
BAND 2 Total		443		
BAND 3	Female	Asian or Asian British: Indian	32	
		Asian or Asian British: Chinese	8	
		Asian or Asian British: Bangladeshi	2	
		Asian or Asian British: Pakistani	4	
		Black or Black British: Other	26	
		Black or Black British: African	92	
		Black or Black British: Caribbean	133	
		Mixed: Other	14	
		Mixed: White & Black African	4	
		Mixed: White & Black Caribbean	7	
		Other Ethnic Group	4	
		Relaxed	38	
		White: British	205	
		White: Irish	15	
White: Other	25			
Female Total		567		
Male	Asian or Asian British: Indian	10		
	Asian or Asian British: Chinese	2		
	Asian or Asian British: Bangladeshi	3		
	Asian or Asian British: Pakistani	3		
	Black or Black British: Other	10		
	Black or Black British: African	46		
	Black or Black British: Caribbean	81		
	Chinese	2		
	Mixed: Other	4		
	Mixed: White & Black African	1		
	Mixed: White & Black Caribbean	1		
	Other Ethnic Group	7		
	Relaxed	36		
	White: British	129		
White: Irish	10			
White: Other	15			
Male Total		357		
BAND 3 Total		924		
BAND 4	Female	Asian or Asian British: Indian	19	
		Asian or Asian British: Chinese	11	
		Asian or Asian British: Bangladeshi	11	
		Asian or Asian British: Pakistani	3	
		Black or Black British: Other	31	
		Black or Black British: African	43	
		Black or Black British: Caribbean	131	
		Chinese	2	
		Mixed: Other	6	
		Mixed: White & Asian	6	
		Mixed: White & Black African	6	
		Mixed: White & Black Caribbean	12	
		Other Ethnic Group	8	
		Relaxed	24	
White: British	316			
White: Irish	22			
White: Other	31			
Female Total		679		
Male	Asian or Asian British: Indian	6		
	Asian or Asian British: Chinese	5		
	Asian or Asian British: Bangladeshi	3		
	Asian or Asian British: Pakistani	3		
	Black or Black British: Other	6		
	Black or Black British: African	2		
	Black or Black British: Caribbean	34		
	Chinese	37		
	Mixed: Other	1		
	Mixed: White & Asian	9		
	Mixed: White & Black African	2		
	Mixed: White & Black Caribbean	6		
	Other Ethnic Group	14		
	Relaxed	146		
White: British	17			
White: Irish	6			
White: Other	7			
Male Total		300		
BAND 4 Total		979		
BAND 5	Female	Asian or Asian British: Indian	1	
		Asian or Asian British: Chinese	1	
		Asian or Asian British: Bangladeshi	1	
		Asian or Asian British: Pakistani	9	
		Black or Black British: Other	9	
		Black or Black British: African	43	
		Black or Black British: Caribbean	22	
		Chinese	1	
		Mixed: Other	4	
		Mixed: White & Black Caribbean	4	
		Other Ethnic Group	2	
		Relaxed	2	
		White: British	92	
		White: Irish	8	
White: Other	12			
Female Total		198		
Male	Asian or Asian British: Indian	3		
	Asian or Asian British: Chinese	3		
	Black or Black British: Other	1		
	Black or Black British: African	8		
	Black or Black British: Caribbean	2		
	Mixed: White & Black African	1		
	Mixed: White & Black Caribbean	5		
	Relaxed	66		
	White: British	6		
	White: Irish	6		
	White: Other	7		
	Male Total		107	
	BAND 5 Total		305	
	BAND 6	Female	Asian or Asian British: Indian	1
Black or Black British: African			3	
Black or Black British: Caribbean			4	
White: British			4	
Female Total		11		
Male	Asian or Asian British: Chinese	2		
	Black or Black British: Caribbean	2		
	White: British	7		
	White: Other	8		
Male Total		19		
BAND 6 Total		30		
TPO	Female	Asian or Asian British: Indian	5	
		Asian or Asian British: Chinese	2	
		Black or Black British: Other	2	
		Black or Black British: African	9	
		Black or Black British: Caribbean	22	
		Mixed: Other	2	
		Mixed: White & Asian	1	
		Relaxed	4	
		White: British	43	
		White: Irish	1	
		White: Other	4	
		Female Total		101
		Male	Asian or Asian British: Indian	2
			Asian or Asian British: Chinese	2
Asian or Asian British: Bangladeshi	1			
Asian or Asian British: Pakistani	1			
Black or Black British: African	5			
Black or Black British: Caribbean	5			
Chinese	1			
Mixed: White & Asian	1			
Relaxed	1			
White: British	23			
White: Irish	6			
White: Other	6			
Male Total			47	
TPO Total			148	
Grand Total		3660		

Gender		Total
Female		1963
Male		652
Grand Total		2615

Ethnicity		Total
Asian or Asian British: Indian		104
Asian or Asian British: Chinese		43
Asian or Asian British: Bangladeshi		17
Asian or Asian British: Pakistani		34
Black or Black British: Other		108
Black or Black British: African		288
Black or Black British: Caribbean		560
Chinese		6
Mixed: Other		47
Mixed: White & Asian		12
Mixed: White & Black African		16
Mixed: White & Black Caribbean		38
Other Ethnic Group		25
Relaxed		146
White: British		1254
White: Irish		83
White: Other		137
Grand Total		2660

04/07/2007

Comparison of Old and New Scores

Job Title	JK	MS	I/C	PS	II	RP	RS	RF	RP	MD	ED	PD	WC	Total JE points	Band
Assist Conference Services Mgr	new score:	80	52	26	39	26	26	13	26	30	20	20	20	430	3
	old score:	60	26	39	26	52	26	39	13	30	20	30	20	394	2
Assistive Technology Manager	new score:	140	65	39	78	52	39	52	30	30	20	20	20	682	6
	old score:	100	52	39	52	39	39	39	30	20	20	20	20	554	5
Building Manager	new score:	80	52	39	78	39	52	26	52	20	20	20	10	540	4
	old score:	100	52	39	78	26	52	39	26	20	20	20	10	534	4
Business Development Manager	new score:	140	78	78	39	91	52	39	26	40	10	20	10	662	6
	old score:	100	78	65	26	65	26	52	13	40	10	10	10	521	4
Business Manager	new score:	120	65	39	78	39	65	52	26	40	20	20	10	626	5
	old score:	80	52	52	26	65	39	52	39	26	40	20	10	511	4
Central Services Manager	new score:	100	65	52	26	78	26	65	52	65	40	20	10	609	5
	old score:	80	52	52	26	65	26	65	52	65	40	20	10	563	5
Conference Service Manager	new score:	80	52	26	26	52	39	39	39	30	20	20	20	495	4
	old score:	60	52	39	26	52	39	39	39	20	20	20	20	465	3
Coordinator Inad Off Database	new score:	80	52	39	39	26	52	26	39	30	20	20	10	498	4
	old score:	60	39	39	39	26	39	26	39	20	30	20	20	436	3
Development Manager	new score:	140	78	78	39	91	52	26	13	26	40	10	20	623	5
	old score:	140	65	78	39	91	52	39	13	39	40	10	10	626	5
IT Problem Manager	new score:	100	65	39	39	52	39	52	39	26	30	30	20	574	5
	old score:	80	52	39	39	52	39	26	52	30	30	30	20	528	4
Media Relations Manager	new score:	120	65	65	26	52	39	39	13	26	30	10	20	515	4
	old score:	120	39	39	26	26	39	39	26	26	20	10	20	440	3
NSMART Manager	new score:	80	26	39	39	26	26	13	39	30	10	20	10	397	2
	old score:	60	26	39	39	26	26	13	26	30	10	20	20	361	2
Performance Information Manager	new score:	120	65	65	39	65	52	39	13	52	40	20	10	600	5
	old score:	120	65	65	26	78	65	26	65	26	30	20	10	606	5
Processing Manager	new score:	120	52	39	52	26	39	65	39	30	20	20	10	564	5
	old score:	100	39	52	39	52	39	52	52	39	30	20	10	544	4
Information Security Manager	new score:	100	52	39	78	52	39	13	52	40	20	20	10	567	5
	old score:	100	52	39	65	52	39	13	39	30	20	20	10	531	4
Deputy Mgr-AP	new score:	100	52	65	26	65	65	52	26	39	30	40	20	610	5
	old score:	100	52	65	26	65	52	13	26	30	30	20	20	541	4
HR Manager	new score:	140	65	78	26	78	65	52	26	26	40	30	10	646	6
	old score:	140	65	65	26	78	65	39	26	30	20	10	10	613	5
		0	0	13	0	0	0	13	-13	0	10	10	0	33	