

SUSSEX PROBATION AREA



SUSSEX

Kevin O'Gallagher
Unite the Union

11th June 2009

Dear Mr O'Gallagher

Re: Response to Freedom of Information request to National Probation Service offices re the Job Evaluation Scheme.

The answers are:

a). Yes

b). Yes

c). No

d). All three methods of matching/evaluation were used depending on the nature of the post. For example Sussex Probation Area has generic job descriptions for SPO, PO and PSO posts and individual post- based job descriptions for IT Manager, Finance Manager, HR Administrator etc.

A spreadsheet is attached, '*Staffing by gender and grade*', which shows all management posts covered by the NNC Job Evaluation process, those that were matched, those that were evaluated and the scores plus appeal results.

e). See spreadsheet..

f). See spreadsheet. Appeals process is concluded.

g).

	Head count	FTE
Total	470	397.44
Female	332	273.09
Ethnic Code		
A1	3	3.0
A2	2	2.0
A9	1	1.0
B1	2	2.0
B2	6	4.2
M1	3	3.0
M2	3	3.0
M3	1	1.0
M9	5	3.48
O9	2	1.7
W1	403	340.75
W2	1	0.7
W9	7	6.43
NS	31	24.17

Grade		
Band 1	2	1.68
Band 2	84	68.09
Band 3	142	113.85
Band 4	165	146.76
Band 5	26	20.71
Band 6	24	21.55
Remainder on ACO/CO Scales		

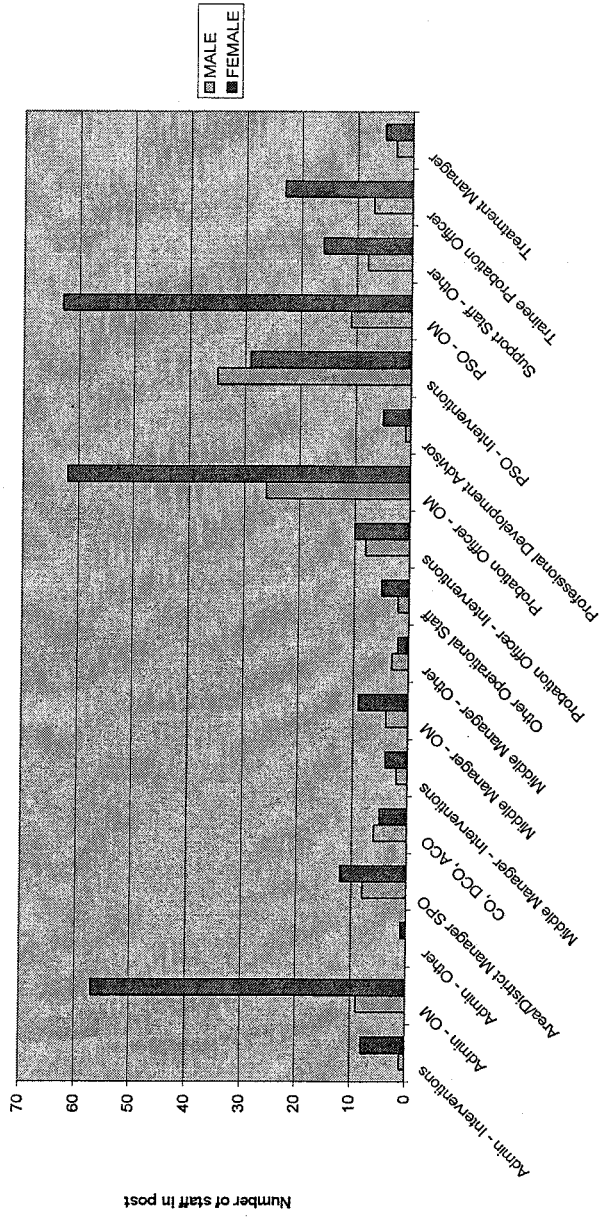
On Page 2 of the excel document there is a gender profile by job type. This is July 2008 information but since then a restructuring has taken place which has changed job titles and deleted a management layer making comparison with the original JE results more difficult.

Yours sincerely



Judith Berrill
Director of Human Resources

Male Female employment by job type



Area	Job Title	National Role Number	Match/local	Total JE Points	Band	Band Scores	Appeal	Appeal band result
Sussex	HO Admin Mgr		local	419	3 401 - 480	3 401 - 480	no	
Sussex	Dep Emp&Bas Skills Mgr		local	423	3 401 - 480	3 401 - 480	Yes	4
Sussex	Central Services Manager		local	449	3 401 - 480	3 401 - 480	Yes	4
Sussex	Admin Mgr	36	match	511	4 481 - 550	4 481 - 550	no	
Sussex	Victim Liaison Mgr		local	518	4 481 - 550	4 481 - 550	no	
Sussex	Comm Mgr		local	525	4 481 - 550	4 481 - 550	no	
Sussex	T&D Mgr		local	534	4 481 - 550	4 481 - 550	yes	5
Sussex	Partnership Mgr		local	537	4 481 - 550	4 481 - 550	yes	5
Sussex	Unit Manager		local	540	4 481 - 550	4 481 - 550	no	
Sussex	P&E Mgr		local	547	4 481 - 550	4 481 - 550	yes	5
Sussex	PDA	48	match	551	5 551 - 630	5 551 - 630	no	
Sussex	Finance Mgr	46	match	567	5 551 - 630	5 551 - 630	no	
Sussex	IT Mgr		local	567	5 551 - 630	5 551 - 630	no	
Sussex	Deputy Manager - Hostel		local	568	5 551 - 630	5 551 - 630	no	
Sussex	Deputy Team Manager		local	577	5 551 - 630	5 551 - 630	no	
Sussex	Snr. Probation Off		local	606	5 551 - 630	5 551 - 630	yes	6