

THAMES VALLEY PROBATION AREA

Information from Thames Valley Probation

- a. The Job Evaluation process reached its conclusion in our area in December 2006 in relation to all staff in post at the commencement of the process.
- b. The Job Evaluation process in Thames Valley was carried out exactly in accordance with the National User Guide.
- c. After the initial Thames Valley evaluation in 2006, a local list was drawn up for each factor as to what level each job in Thames Valley was evaluated at, for consistency checks and to support new job evaluation panel members. (This information is not available electronically. If you require a copy it will need to be sent by post.)
- d. The job matching and evaluation was carried out on the basis of (ii) role-based job descriptions.

Please see table "Middle Manager Grade" spreadsheet attached.
- e. Please see table "Middle Manager Grade" spreadsheet attached.
- f. Please see table "Middle Manager Grade" spreadsheet attached
- g. Please see table "Thames Valley Grade List June09" attached.

Thames Valley Grade List June09

salaryscal	band	ethnicorig	sex
Band 1		1 Asian/Asian Brit Ind	F
		2 Blck or Blck Brit C	F
		1 Mixed - Other	M
		23 White - British	F
		3 White - British	M
		1 White - Other	F
Band 2		1 Asian/Asian Brit Ban	F
		1 Asian/Asian Brit Ind	F
		1 Asian/Asian Brit Oth	F
		3 Asian/Asian Brit Pak	F
		2 Blck or Blck Brit C	F
		1 Chinese	F
		2 Mixed - Other	F
		2 Other Ethnic Group	F
		2 Refusal	F
		123 White - British	F
		3 White - Irish	F
		3 White - Other	F
		2 Asian/Asian Brit Ban	M
		13 White - British	M
1 White - Other	M		
Band 3		6 Asian/Asian Brit Ind	F
		1 Asian/Asian Brit Oth	F
		3 Asian/Asian Brit Pak	F
		5 Blck or Blck Brit A	F
		7 Blck or Blck Brit C	F
		3 Mixed: Wht & Asian	F
		1 Mixed: Wht & Blck A	F
		1 Other Ethnic Group	F
		2 Refusal	F
		192 White - British	F
		10 White - Other	F
		2 Asian/Asian Brit Ind	M
		2 Asian/Asian Brit Oth	M
		1 Asian/Asian Brit Pak	M
		3 Blck or Blck Brit A	M
		7 Blck or Blck Brit C	M
		1 Refusal	M
		69 White - British	M
		1 White - Irish	M
Band 4		2 Asian/Asian Brit Ind	F
		3 Asian/Asian Brit Pak	F
		1 Blck or Blck Brit A	F
		2 Blck or Blck Brit C	F
		1 Mixed - Other	F
		4 Mixed: Wht & Asian	F
		1 Other Ethnic Group	F
		2 Refusal	F
		119 White - British	F
		1 White - Irish	F
		4 White - Other	F
		1 Asian/Asian Brit Ind	M
		1 Asian/Asian Brit Pak	M
		2 Blck or Blck Brit A	M
		1 Blck or Blck Brit O	M
		2 Other Ethnic Group	M
		1 Other Ethnic Group	M
41 White - British	M		
1 White - Irish	M		
3 White - Other	M		

Thames Valley Grade List June09

Band 5	2	Asian/Asian Brit Ind	F
	2	Mixed: Wht & Asian	F
	1	Refusal	F
	47	White - British	F
	1	White - Other	F
	1	Refusal	M
	17	White - British	M
	1	White - Irish	M
	3	White - Other	M
Band 6	3	White - British	F
	3	White - British	M
Band A	1	White - Other	M
	1	Bkck or Bkck Brit A	M
	1	White - British	M
	1	Other Ethnic Group	F
	2	White - British	F
Band B	3	White - British	M
	2	White - British	F

THAMES VALLEY MIDDLE MANAGER JOB EVALUATION RESULTS

Job Title	National Role Number	Match/Local	JK	MS	I/C	PS	II	RP	RS	RF	RP	MD	ED	PD	WC	Total JE Points	Pay Band	Date of Eval
Approved Premises Manager	52	Match	120	65	65	26	78	65	52	39	52	40	40	10	30	682	6	14.03.06.
ETE Manager	49	Match	120	52	52	26	65	52	52	39	26	30	20	10	10	554	5	13.02.06.
B2E Manager	49	Amended JD	120	52	52	26	65	52	52	39	26	30	20	10	10	554	5	25.04.07.
Communications Manager	49	Match	120	52	65	26	65	52	39	39	26	30	20	10	10	564	5	28.02.06.
Communications Manager	120	Appeal	120	52	78	39	65	52	39	39	26	30	20	20	10	590	5	08.11.06.
CP Scheme Manager	45	Match	120	65	52	26	65	52	52	39	26	30	20	10	10	567	5	09.02.06.
Drug Services Development Manager	49	Match	120	65	65	26	78	78	52	26	26	30	20	20	10	616	5	21.04.06.
Drug Services Development Manager	120	Appeal	120	65	65	26	78	78	52	39	26	40	20	10	10	629	5	27.11.06.
Estates & Facilities Manager	33	Match	80	52	39	26	52	39	39	39	65	30	20	10	10	501	4	25.01.06.
Estates & Facilities Manager	100	Appeal	100	65	52	26	52	39	39	52	65	40	20	10	10	570	5	29.11.06.
Finance Manager	46	Match	120	52	52	39	65	26	39	65	39	40	10	20	10	577	5	10.02.06.
Finance Manager	120	Revised	120	52	65	39	65	39	39	65	39	40	10	10	10	567	5	08.11.06.
Finance Manager	140	Revised	140	65	65	39	78	39	39	65	52	40	10	10	10	652	6	01.05.07.
Housing Needs and Partnership Manager	45	Match	120	65	52	26	65	65	52	26	26	30	20	20	10	577	5	10.02.06.
Housing Needs and Partnership Manager	140	Appeal	140	65	65	26	78	65	52	39	26	40	20	20	10	646	6	20.11.06.
HR Manager	50	Match	140	65	65	26	78	65	39	39	26	30	20	10	10	613	5	21.04.06.
HR Manager	140	Appeal	140	65	65	26	78	78	52	52	26	40	30	10	10	672	6	06.12.06.
Information Manager	44	Match	120	65	52	39	65	39	39	13	52	40	10	10	10	554	5	07.02.06.
Information Manager	120	Appeal	120	65	52	39	65	39	39	26	52	40	10	20	10	577	5	07.11.06.
IT Systems and Project Manager	44	Match	120	52	52	39	65	39	52	39	39	30	10	10	10	557	5	07.02.06.
MAPP Co-ordination Manager	49	Match	120	65	65	26	78	78	39	13	26	40	30	10	10	600	5	12.06.06.
Practice Development Manager	48	Match	120	65	65	26	78	52	52	39	26	30	10	10	10	583	5	21.04.06.
Practice Development Manager	120	Appeal	120	65	65	26	78	52	52	39	26	40	20	20	10	613	5	06.12.06.
Programme Manager Acc. Progs.	45	Match	120	65	52	26	78	65	52	13	26	30	20	20	10	577	5	30.03.06.
Programme Manager TVSOP	45	Match	120	65	52	26	78	65	52	13	26	30	40	10	10	587	5	30.03.06.
Senior Probation Officer Aylesbury YO1	49	Match	120	65	65	26	78	65	52	13	26	40	20	10	20	600	5	16.03.06.
Senior Probation Officer Generic	49	Match	120	65	65	26	78	78	52	26	26	30	20	10	10	606	5	12.06.06.
Senior Probation Officer Generic	120	Appeal	120	65	65	26	78	78	65	26	26	40	20	10	10	629	5	05.12.06.
Senior Probation Officer Prisons	49	Match	120	65	65	26	78	65	52	13	26	40	20	10	20	600	5	16.03.06.
SPO Victims	49	Match	120	65	65	26	78	78	39	13	26	30	20	10	10	580	5	06.03.06.
SPO Victims	120	Amended JD	120	65	65	26	78	65	39	13	26	30	20	10	10	567	5	30.03.07.
Business Improvement Manager	44	New JD	120	65	52	26	78	65	39	13	26	30	20	20	10	554	5	15.04.08.
Approved Premises Operational Manager	100	New JD	100	52	65	26	65	65	39	39	52	40	40	20	30	633	5	17.03.08.
Training & Organisational Dev Manager	53	New JD	140	65	65	26	78	78	39	39	39	40	20	10	10	649	6	16.06.08.

In black - Original Job Evaluation
 In red - Appeal to Original Job Evaluation
 In green - New JDs written after Original Job evaluation