

## ESSENTIAL REFERENCE PAPER 'A'

### IMPLICATIONS/CONSULTATIONS

Contribution to the Council's Corporate Priorities/ Objectives <i>(delete as appropriate):</i>	<b>People</b> This priority focuses on enhancing the quality of life, health and wellbeing of individuals, families and communities, particularly those who are vulnerable.
Consultation:	Heads of Service have been informed of the proposals and their views taken into consideration. Unison have been consulted on the proposed process. Local Joint Panel on 13 June 2012 discussed Unison's comments on the proposals made. Unison recommendation is that the Hays scheme is used for evaluation of the Chief Executive and Chief Officer roles
Legal:	None
Financial:	As detailed in the report
Human Resource:	As detailed in the report
Risk Management:	A risk of employee relation issues if the job evaluation process is not fair and robust.