

ESSENTIAL REFERENCE PAPER 'A'

IMPLICATIONS/CONSULTATIONS

Contribution to the Council's Corporate Priorities/ Objectives (delete as appropriate):	People – Fair and accessible services for those that use them and opportunities for everyone to contribute This priority focuses on delivering strong services and seeking to enhance the quality of life, health and wellbeing, particularly for those who are vulnerable.
Consultation:	The drafting of an updated Job Evaluation Policy has taken account of the views of Unison, managers, employees and the Job Evaluation panel. Further consultation with Unison and SMG has taken place through January/February 2015.
Legal:	None
Financial:	None
Human Resource:	As detailed in the report
Risk Management:	The Job Evaluation Policy should be followed to maintain fairness, consistency and integrity in the process.
Health and wellbeing – issues and impacts:	None