

Runnymede Borough CouncilSTANDARDS COMMITTEE26 March 2003 at 7.30 p.m.

Members of the
Committee present: Councillors Ms.C.M. Simmons (Chairman), A.P. Tollett (Vice Chairman),
A.J. Davis, E.G. Barrett; and Dr R.F. Miller and Mrs. C. Spurling (independent
Members)

Members of the
Committee absent: Councillor Mrs E.E. Price

734. MINUTES

The Minutes of the meeting of the Committee held on 18 February 2003 were confirmed and signed as a correct record.

735. APOLOGIES FOR ABSENCE

Councillor Mrs Price did not attend the meeting in accordance with the Council's "Personnel Policies and Procedures" as she had attended the Corporate Management Committee on 9 January 2003 which had approved the Annual Personnel Report, including a point relevant to this grievance.

736. REGRADING APPEAL

By resolution of the Committee the press and public were excluded from the meeting during the consideration of this item under Section 100A (4) of the Local Government Act 1972 on the grounds that the item in question would be likely to involve the disclosure of exempt information of the description specified in paragraph 1 of Part 1 of Schedule 12A of the Act.

The Committee heard a regrading appeal which had been lodged by an employee in the Technical Services Department. The hearing was conducted strictly in accordance with the procedure set out in the Council's "Personnel Policies and Procedures".

In considering the specific appeal the Committee was unanimous in agreeing that their deliberations were made more difficult by the absence of an in-house Job Evaluation Scheme. In the Committee's view, this made it difficult to make accurate comparisons between gradings within Runnymede, whilst it was also extremely difficult to make objective comparisons with similar posts in other Local Authorities. The Committee therefore agreed to ask Corporate Management Committee to consider introducing a Job Evaluation Scheme in Runnymede.

RESOLVED that –

- i) the Committee wishes to make the following observations;**
 - a) it is in the Council's interest for Chief Officers to ensure that agreed Council procedures such as the review of Job Descriptions during the Annual Appraisal are adhered to.**
 - b) Corporate Management Committee be requested to consider the introduction of a Job Evaluation Scheme in order to make comparison with other Runnymede jobs, other Local Authorities, and the private sector easier.**
- ii) the regrading appeal be upheld, and that the salary range of the post be increased to F.**

Chairman

(The meeting ended at 10.07 p.m.)