

Let's Value Care

Notice of Motion

Motion received in terms of Standing Order No 20 on 17 October 2023, proposed by Councillor Kirsty Williams, seconded by Councillor Joe Fagan, as follows:-

"This Council notes:-

- ◆ The outstanding service of the local government workforce throughout the Covid crisis and post-pandemic.
- ◆ The outcome of recent Job Evaluation exercises in home care and residential care and subsequent correspondence from Unison issued to all councillors in August 2023 in support of their Let's Value Care campaign.
- ◆ The need to protect the integrity of the Council's Job Evaluation Scheme.

This Council understands that:-

- ◆ Unison wish to secure a review of "all those roles that involve caring for and supporting vulnerable service users to ensure the full complexity of their roles are recognised" as an objective of their Let's Value Care campaign.
- ◆ Finance and Corporate Resources have provided advice to political Groups that such a review would involve an adaptation of Job Evaluation Scheme and may therefore be ruled incompetent on the basis that a broader review of the entire Job Evaluation Scheme would be required.
- ◆ Under existing procedures that were designed in agreement with the Joint Trade Unions, where a current post has significantly changed, an application for a Job Evaluation can be submitted, setting out the relevant changes with supporting evidence. Thereafter, this application is then progressed in accordance with the current scheme process.

This Council therefore resolves to:-

- ◆ Remind trade unions of the right of employees and their trade unions to submit an application for a Job Evaluation relating to caring and support roles under the existing Job Evaluation Scheme.
- ◆ Outline to the Joint Consultative Forum how the Council secures assurance that employees are correctly graded."