

## PAY AND REMUNERATION

### APPENDIX 1 DEPARTMENT LED GRADING MOVEMENTS

1st April 2005 to 31st March 2006

DEPARTMENT	AGREED ESTABLISHMENT S	NO. OF GRADING MOVEMENT S	Percentage of posts subject to grading movements	REASON i.e. Restructure
	Total			
Central Services	172	4	2.33%	1 x SO1/2 to PO1/2 (Re-evaluation not implemented in March2002) 1 x PO 13 to PO 14/15 (Restructure) 1 x PO 5/6 to PO 13 (Restructure) 1 x PO13 to PO14/15 (Restructure)
Chief Executives	171	0	0.00%	
Commercial Services	2034	6	0.29%	PO 17 to PO B ( x 6 )
Education & Culture	1598	0	0.00%	
Environment	160	1	0.63%	1 x scale 2/3 to scale 3/4 (Restructure)
Finance	602	0	0.00%	
Social Services	2946	38	1.29%	35 x SCP 28-33 to SCP 33-38 (Settlement of outstanding grading claim) 3 x SCP 34-37 to SCP 39-43 (Settlement of outstanding grading claim)
<b>Totals</b>	7683	49	0.64%	

## **PAY AND REMUNERATION**

### **APPENDIX 2**

#### **REGRADE APPEALS**

1st April 2005 to 31st March 2006

<b>DEPARTMENT</b>	<b>TOTAL NUMBER (New Appeals)</b>	<b>APPEALS BROUGHT FORWARD</b>	<b>TOTAL NUMBER OF APPEALS</b>	<b>DISALLOWED</b>	<b>WITHDRAWN BY EMPLOYEE</b>	<b>STILL TO BE HEARD</b>
Central Services			0			
Chief Executives		1	1			1
Commercial Services			0			
Education & Culture			0			
Environment		2	2		2	
Finance		17	17	9	9	
Social Services		2	2		1	
<b>Totals</b>	0	22	22	9	12	1

#### **Honoraria Payments Quarter 3 (October 2005 to December 2005)**

### **APPENDIX 3**

Department	Honorary Payment Reason						Total No of payments per Dept	Costs per Dept	No's of People	Average cost per allowance	Average Cost per person
	Acting Up Allowance	Pending Pay & Grading Review	Special Projects	Sickness Cover	Maternity Cover	Other					
Adult Services	124	2	10	0	0	96	232	£49,625.69	111	£213.90	£447.08
Chief Executives	35	0	0	0	0	0	35	£6,944.96	12	£198.43	£578.75
Children's Services	44	3	15	2	0	188	252	£56,002.61	94	£222.23	£595.77
Corporate Resources	193	4	2	0	0	6	205	£51,523.62	84	£251.33	£613.38
Development & Regeneration	157	38	1	3	0	68	267	£121,643.60	99	£455.59	£1,228.72
Environmental Services	71	30	12	0	0	48	161	£34,740.50	56	£215.78	£620.37
Legal & Democratic Services	20	0	0	0	0	0	20	£3,007.38	8	£150.37	£375.92
<b>Totals</b>	644	77	40	5	0	406	1172	£323,488.36	464	£276.01	£697.17

#### Honorary Payments Quarter 4 (January 2006 to March 2006)

Department	Honorary Payment Reason						Total No of payments per Dept	Costs per Dept	No's of People	Average cost per allowance	Average Cost per person
	Acting Up Allowance	Pending Pay & Grading Review	Special Projects	Sickness Cover	Maternity Cover	Other					
Adult Services	100	0	6	0	0	74	180	£40,271.88	74	£223.73	£544.21
Chief Executives	33	0	0	0	2	0	35	£7,238.62	13	£206.82	£556.82
Children's Services	66	3	15	0	0	190	274	£56,866.26	107	£207.54	£531.46
Corporate Resources	179	3	7	1	0	7	197	£45,696.36	81	£231.96	£564.15
Development & Regeneration	159	55	12	16	6	12	260	£57,268.45	97	£220.26	£590.40
Environmental Services	75	33	10	1	0	43	162	£33,617.61	60	£207.52	£560.29
Legal & Democratic Services	18	0	0	3	0	0	21	£2,967.57	7	£141.31	£423.94
<b>Totals</b>	630	94	50	21	8	326	1129	£243,926.75	439	£216.06	£555.64