

# DUNDEE CITY COUNCIL

**REPORT TO:** Personnel and Management Services Committee

**REPORT ON:** Environmental and Consumer Protection Department -  
Application for Regrading - DSO Supervisors

**REPORT BY:** Director of Personnel and Management Services

**REPORT NO:** 162-2000

## 1 PURPOSE OF REPORT

1.1 The purpose of this report is to present to Committee a recommendation following an investigation into an application for regrading received from 3 DSO Supervisors in the Environmental and Consumer Protection Department.

## 2 RECOMMENDATIONS

2.1 It is recommended that the application be upheld on the grounds of comparability with other Authorities and the posts be regraded from T3 (£14,811 - £16,770) to T4 (£17,322 - £19,224). In addition to the 3 applicants, the award would apply to the other 8 DSO Supervisors in the Department.

## 3 FINANCIAL IMPLICATIONS

3.1 The cost of implementing the above recommendation would be £8,500 in the next full financial year, including employer's costs.

## 4 LOCAL AGENDA 21 IMPLICATIONS

4.1 None.

## 5 EQUAL OPPORTUNITIES IMPLICATIONS

5.1 None.

## 6 SUMMARY

6.1 The 3 incumbents of the post of DSO Supervisor have made application that the grading of their posts be changed from T3 to T4 on the grounds that there has been a substantial change in the duties and responsibilities of the posts since they were last graded, and that for posts of similar duties and responsibilities, higher gradings are generally applied.

6.2 The applicants' posts were the subject of a review in September 1998 and, at that time, it was concluded that T3 is an appropriate grade for the posts.

An examination of current duties has concluded that there has been no substantial change since the last review.

6.3 It is, however, concluded that the applicants do have a case for regrading on the grounds of comparability with similar posts in other Authorities, where higher gradings are applied. Other Authorities pay T4 and an examination of the duties and responsibilities of these posts in these Authorities has concluded that they are similar.

**7 CONSULTATION**

7.1 The Chief Executive and Director of Environmental and Consumer Protection have been consulted in the preparation of this report.

**8 BACKGROUND PAPERS**

8.1 No background papers, as defined by Section 50D of the Local Government (Scotland) Act 1973 (other than any containing confidential or exempt information), were relied on to any material extent in preparing this report.

**9 SIGNATURE**

J.C. Petrie  
Director of Personnel and Management Services .....

Date .....