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Summary of changes to the EVH Grading Guidelines 2005 Actioned June 2015

The EVH Grading Guidelines have been introduced in April 2005 and have never been revised since. Following a number of job evaluations carried out by EVH in the period of 10 years and numerous enquiries/cases from both employers and staff, it was felt that the document should be reviewed. EVH has proposed a number of changes, which have been discussed extensively by the Joint Negotiating Committee before being agreed. All changes are detailed and explained below:

- Salary protection for staff whose posts have been downgraded as a result of job evaluation – the original Grading Guidelines gave protection for life in post. This was only meant for a mass movement when all EVH full members were migrating to the new grading system. For many years now, the protection offered by employers has been time limited, ranging from six months to three years. The equal pay case law gives clear guidance that any salary protection exceeding three years can be challenged. Point 7 in the Background Section therefore makes it clear that in case of re-grading the job down, employers may give salary protection of up to three years.
- Salary protection for staff whose posts have been upgraded as a result of job evaluation – the original Grading Guidelines gave protection to employers for sudden staff cost uplifts and offered an incremental progression through routine uplifts until the staff member reached the lowest spinal point of the new grade. These days it is expected that the employer places the staff member straight at the lowest spinal point of the recommended grade shortly after the evaluation takes place.
- A clause concerning the time-bound JNC review of the Guidelines has been removed. The document will be revised when the need arises.
- Any reference to the previous EVH grades has been removed as the current system has now been in place for 10+ years.
- It was acknowledged that job titles alone cannot be used to identify the grades as the job content varies significantly between different employers.
- The clauses asking Organisations to contact the Joint Negotiating Committee prior to: 1) advertising for Trainee posts and 2) introducing an officer training scheme/general development scheme, are now obsolete. It was put in place as a safeguard for underpaying for jobs and favouritism, however the Guidelines are now well established, employers are aware of how to grade the jobs and staff are aware of the typical grade applied to jobs.
- A reference to Technical & Support Staff not being disadvantaged through the introduction of the Grading Guidelines is also obsolete. It was in place because, unlike the office based posts, technical jobs did not have comparators in the previous EVH grading system. Since the current system has now been in place for 10+ years, there is no need for this as these posts are included.
- The reference to the JNC's interest in the Care Commission review is now historical and has been removed.

- The reference to apprenticeships has been removed as they are not included in the Staff Grading Guidelines.
- It was clarified that where trainees fail to complete the development programme, they will not suffer a detriment to their base salary.
- References to *tenants* have been replaced with *customers*.
- References to *committees* have been replaced with *boards/committees*.