

Transfer of DESC roles to the PSC Frequently Asked Questions No. 3

Who are the new project team?

In February 2022 a new project team from the Office of Human Resources was formed that include:

- Katy McAlpine, Senior HR Adviser
- Charlotte Coué, Senior Job Evaluation Adviser
- Erica Richards, Senior Payroll Manager

To contact the project team please email ohrje@gov.im – in the subject heading please type in 'DESC'.

What has happened so far on the grading project?

295 job profile questionnaires were submitted and Education Support Staff positions were scored, which was subject to a quality assurance process involving Unions.

Why has there been delays to the timeframes so far?

Professional advice was sought from Beamans Management Consultancy who advised Civil Service JEGS was the most appropriate scheme in which to review Education Support Staff, as it would produce the most reasonable, objective and justifiable outcomes, as opposed to Industrial JEGS which is more appropriate for manual roles. Education Support roles were initially graded under Industrial JEGS. This indicated that most roles would assimilate to a significantly lower pay band within the PSC pay structure than that of Civil Service JEGS. Roles have now been graded under Civil Service JEGS.

What is the update from the new project team?

The team have identified a number of roles that require further review, these roles need to be quality assured by a panel involving Unions. In addition the team are currently undertaking a market rating exercise to consider pay of similar roles in different jurisdictions. This will give a better indication of where roles will assimilate to on the PSC pay and grading structure.

What are the timescales for an outcome of the grading project?

It is intended that staff will be notified of the outcome by the end of the summer term.

What will be the date of implementation?

The date of implementation needs to be agreed with Unions.

When will the 10+4 protection apply from if any roles require protection?

Protection if required will apply from the implementation date, following the grading project.

What if my role has changed since the project started?

Colleagues are encouraged to discuss this with their line manager/Headteacher and if they wish to submit an updated further agreed evaluation form, they can do so and send to one of the project team.

Is there a glass ceiling for roles whose evaluation determines the role is higher than level 4?

Where job evaluation determines the role is higher than level 4, then the appropriate grade could be offered under Civil Service, rather than education support terms (as both groups are now employed by the PSC).

**Office of Human Resources
March 2022**