

11 November 2024

FOI Ref 17264

Request - You asked us the following:

Request for information in relation to Job Evaluation Schemes being used by Police Forces.
Skills for Justice are conducting a project in relation to Job Evaluation Schemes currently being used within Policing and other public authorities.

This request is sent for the attention/response from HR / People Services or equivalent Leads.
Please could the below questions be answered in relation to Police Staff (not Police Officers).

What Job Evaluation Scheme are you currently using?

How long have you been using this scheme?

Can you provide copies of the business requirements considered in the selection of the scheme – these may be in reports, email or presentation form.

Can you provide any documents used outlining the selection of the evaluation criteria for the scheme (i.e why you selected that scheme as the preferred option).

Does the scheme used adequately fulfil your requirements?

If yes does it fulfil it fully or partially – which elements are covered?

If no in relation to question 5, what is the reason for this?

Are you reviewing the job evaluation scheme currently being used?

Are you considering using another scheme – if so which one and why?

Do you use the same Job Evaluation Scheme for digital, data and technology roles?

If no in relation to question 10, please provide details of the scheme used in relation to these roles and why.

Do you consider market factors when evaluating jobs, if so, what scheme/process do you use?

Do you use any software to support you in undertaking Job Evaluations? If so, what software is used.

Please provide your policy/guidance in relation to Job Evaluation schemes, or any documentation that details your process in relation to Job Evaluation (or equivalent).

We received your request on 17/09/2024 and have processed this under the Freedom of Information Act (FOIA).

Staffordshire Police's response to your enquiry is as follows:

Staffordshire Police holds some of the requested information.

- 1. What Job Evaluation Scheme are you currently using? – **Disclosed, Zellis.**
- 2. How long have you been using this scheme? – **Disclosed, over 10 years.**
- 3. Can you provide copies of the business requirements considered in the selection of the scheme – these may be in reports, email or presentation form. – **No information held.**
- 4. Can you provide any documents used outlining the selection of the evaluation criteria for the scheme (i.e why you selected that scheme as the preferred option). – **No information held.**

- 5. Does the scheme used adequately fulfil your requirements? – **Disclosed, yes.**
- 6. If yes does it fulfil it fully or partially – which elements are covered? – **No information held.**
- 7. If no in relation to question 5, what is the reason for this? – **Not applicable.**
- 8. Are you reviewing the job evaluation scheme currently being used? - **Disclosed, no.**
- 9. Are you considering using another scheme – if so which one and why? – **No information held.**
- 10. Do you use the same Job Evaluation Scheme for digital, data and technology roles? - **Disclosed, yes.**
- 11. If no in relation to question 10, please provide details of the scheme used in relation to these roles and why. – **Not applicable.**
- 12. Do you consider market factors when evaluating jobs, if so, what scheme/process do you use? - **Disclosed, no.**
- 13. Do you use any software to support you in undertaking Job Evaluations? If so, what software is used. – **Disclosed, Zellis is a web based system that produces a score and grade based on the information given.**
- 14. Please provide your policy/guidance in relation to Job Evaluation schemes, or any documentation that details your process in relation to Job Evaluation (or equivalent). **Disclosed, please see the accompanying files entitled 'FOI 17264 JEQ Template and FOI 17264 Job Evaluation Protocol'.**

Next steps

You can ask us to review our response.

If you would like us to carry out a review of our response, please let us know within two months of the date of receipt of this email, review requests should be addressed to:

foi@staffordshire.police.uk

Or by Post to:

Central Disclosure Unit
Staffordshire Police HQ
PO Box 3167
Stafford
ST16 9JZ



STAFFORDSHIRE
POLICE

Please remember to quote the reference number in any future communications.

Freedom of Information
Central Disclosure Unit