

Next Steps: Dec 2017 to April 2018

<p>December 2017</p>	<p>SCC Reward team to moderate grade anomalies:</p> <ul style="list-style-type: none"> • Evaluate requests to move to higher/lower grade • Evaluate 'unique' roles (roles that sit outside the job family) • Review of roles coded '9999'
<p>January 2018</p>	<p>TU Review of moderation process</p> <ul style="list-style-type: none"> • as above
	<p>Review feedback from Trade Unions</p> <ul style="list-style-type: none"> • Consider impact (if any) on timeline
	<p>Start consultation on appraisal policy:</p> <ul style="list-style-type: none"> • Facilitated discussion with Touchstone Group on proposed policy • Discussions to consider the implications for performance related pay and progression
<p>February 2018</p>	<p>Consultation packs sent to schools to include:</p> <ul style="list-style-type: none"> • Guidance for schools on staff consultation • Template letters provided • Outcome of moderation shared • Schools spreadsheets returned with evaluated grade for role (where possible) • Role profiles created for grade anomalies • Cost implications of outcome highlighted
<p>March 2018</p>	<p>Individual Staff Consultations to commence</p> <ul style="list-style-type: none"> • To include individual appeal process • Final tweaks to job families
	<p>Schools to agree scope for phase 2:</p> <ul style="list-style-type: none"> • Policy / Pay review
<p>April 2018</p>	<p>Launch of new job families in schools - Appraisal policy available for schools to use</p>
	<p>Members agree scope of Phase 2 review</p> <ul style="list-style-type: none"> • Work on phase 2 commences