

OPERATIONAL SERVICES JOB FAMILY  (Outcomes from moderators review of schools mapping decisions)		Total no of positions inc. those mapped to same grade (only where schools returned a JFWDS)	(roles which were mapped higher, lower, not mapped/unique)			Existing grades ranges for these role categories with moderation outcomes									
			No of positions highlighted for moderation	No. of schools that highlighted these anomalies	No of schools which submitted supplementary information		S1/2	S3	S4	S5	S6	S7	S8	S9	S10
a	Caretaking /Premises Management - includes the following roles:  Assistant caretaker, Assistant Premises Officer, Assistant Site Manager, Banksman, Caretaker, Caretaker/cleaner, Facilities Assistant, Federation Premises Manager, Gardener/Handy Person, Groundsman, Handyman, Janitor, Maintenance Assistant, Premises Assistant, Premises Officer, Premises Manager, Premises Supervisor, Relief Caretaker, Senior Maintenance Assistant, Site & Facilities Manager, Site Assistant, Site Managers Assistant, Technical Premises Support, Residential Site Manager, Pool Operator, Seasonal Pool water tester & maintenance, Sports Hall Attendant, Senior Sports Hall Attendant	368	48	37	13	EG	√	√	√	√	√	√	√	√	
						MG	Caretaker Assistant	Caretaker Level 1	Caretaker Level 2	Caretaker Level 3	Premises Manager Level 1	Premises Manager Level 2	no model role profile provided	no model role profile provided	
b	Catering - includes the following roles:  Caterer, Caterer/Cleaner, Catering Assistant, Catering Manager, Cook, Head Chef	34	6	4	1	EG	√	√	√	√					
						MG	no model role profile provided	no model role profile provided	no model role profile provided	Catering Manager Level 1					
c	Cleaning - includes the following roles: Domestic Assistant, Cleaning Supervisor.  Cleaner, Cleaner/Caretaker, Cleaning Supervisor.	131	7	6	3	EG	√	√	√	√					
						MG	Cleaner	Cleaning Supervisor	no model role profile provided	no model role profile provided					
d	School Patrol Officer	18	4	4	0	EG	√			√					
						MG	no model role profile provided			no model role profile provided					
e	Technicians - includes the following roles:  D&T Workshop Technician, Design Technology & Art Technician, Performing Arts Technician, Reprographics Officer, Reprographics Technician, Science Technician, Senior Technician Manager	47	13	4	4	EG		√	√	√	√	√			
						MG		no model role profile provided	no model role profile provided	Science Technician Level 1	Science Technician Level 2	no model role profile provided			
f	Mini -bus Driver	10	4	1	0	EG		√	√						
						MG		no model role profile provided	no model role profile provided						

**Notes**

EG - Span of existing grades for this category of roles. √ - indicates that there are roles across the maintained schools sector that are currently at these grade levels  
 MG - Moderated grades where new role profiles have been created based on supplementary information received from schools. For the Catering roles, although six schools mapped their roles differently from the existing grade, only one school sent supplementary information that was of sufficient detail to enable the creation of a model profile.

The roles highlighted in red represent positions which schools highlighted as anomalies i.e that were mapped either higher, lower, not mapped, were coded with wage type 9999. The job titles/ roles that are not shaded in red are those which were mapped to the same grade and were therefore were not considered for evaluation by the moderators.

**No model profile provided:** In some instances, for example in the category for the Mini-bus driver roles - no supplementary information was provided and therefore the Moderators were unable to evaluate the role or create a model role profile. Schools will need to seek support from Babcock HR to map roles where no 'model' profiles are available to use for comparison. For further guidance, please refer to the schools information pack published on the schoolsreward webpage. Where these are available, schools are advised to consider the published 'model' role profiles and use these as a guide to confirm whether their original mapping decisions are still valid.

**Overall summary:** The Caretaker/Premises Management category of roles had the highest number of reported anomalies for this job family but there was still a relatively low return rate of supplementary information,(a 35% return rate) which the moderators could use for evaluation and creation of model role profiles. Schools may wish to consider the proposed job titles which will help to provide some distinction to the roles across the various grade levels.