

INBUCON

Ms Yvonne Harris
Personnel Manager
Dover District Council
Chief Executive's Department
White Cliffs Business Park
Dover
Kent CT16 3PJ

PERSONNEL
REC'D
28 FEB 2002

27 February 2002

Dear Yvonne,

Re: Job Evaluation and Salary Assessment of Senior Posts

Thank you for your letter of regarding the recent job evaluation of the proposed senior posts in Dover District Council.

In light of the comments you received from Counsel, I have looked again at the salary assessments we provided and would confirm that we believe them to be appropriate for the job weights determined by job evaluation.

Our principal source of data was Inbucon's UK Survey of Executive Salaries and Benefits 2001, which is based on an extensive database of executive salaries throughout the UK, across all sectors of the economy.

There is a direct link between Paypoints II job weight scores and the pay database. This enabled us to read across from the job evaluation outcomes (job weights) into the pay data. As stated in the report at paragraph 4, the assessment took into account Dover District Council's sector, location, size (annual spend and number of employees).

The salary assessments were then "sense checked" against pay data set out in the survey of Kent Districts Salaries and Benefits Survey 2000 by the Southeast Employers' Organisation.

It should be borne in mind that the Inbucon assessments were made following robust job evaluation, so it would not be possible to state that salaries paid by other councils are necessarily for jobs of a similar configuration. It would be reasonable to assume, however, that levels of overall responsibility would be broadly similar.

INBUCON LIMITED

34 Paradise Road • Richmond-upon-Thames • Surrey • TW9 1SE
Tel : 020-8334 5727 Fax : 020-8334 5739 Email : info@inbucon.co.uk
Registered in England No: 1974507 Registered Office: 34 Paradise Road, Richmond, TW9 1SE

I trust this answers your questions satisfactorily, but please do not hesitate to contact me should you wish to discuss further.

Yours sincerely,

A handwritten signature in black ink, appearing to read 'Mr Mark Fry', followed by a period.

Mark Fry

For and on behalf of Inbucon