35195

In the last 5 years, what percentage of newly recruited employees have been placed at the top SCP of their relevant grade?

We do not store this information within the HR systems.

To provide this information, an officer would need to manually locate the information from our systems. The information would then need to be retrieved and collated. It is estimated that this task would take around 20 minutes a transaction. In addition, there have been several reviews and structure changes in the last five years and this changes the information held for each individual employee.

We receive circa 3,600 nominations for successful candidates a year x 5 years (as requested) = 1,8000 files to be reviewed

At 20 minutes a transaction, it would take an officer 6,000 hours of work to manually review every record.

If a Scottish public authority estimates that the cost of complying with the request would exceed the statutory limit, it is not obliged to comply with a request for information

What criteria, mechanism or assessment do these new employees have to meet in order to be placed at the top of the SCP?

Normally a colleague joining the Council will be placed on the lowest spinal column point of the grade for the post. Meeting the 'essential' criteria for appointment to the post does not justify higher placement on the scale but in exceptional circumstances, identified by the line manager, a colleague's pay may start at a higher point, however, this must be approved by the appropriate Director in advance of the offer being made.

If there is no criteria, mechanism, assessment or policy in place for new employees who have requested they are placed at the top SCP, who makes the decision on what SCP a newly recruited employee will be placed upon?

See the response to previous question on the process for colleagues placed above the lowest spinal column point for the grade.