

S38(1)(b)

From: FOI, Dundee
Sent: 28 January 2022 19:48
To: People and Development Performance Reporting
Subject: FOI Review - 21-2807 re Job Evaluation [OFFICIAL]
Attachments: 21-2807-Response.pdf

OFFICIAL

Hi P&D,

We have received an internal review in relation to the attached FOI response which you assisted with recently.

My role is to decide whether the request was handled in accordance with the legislation and also, if we uphold the decision, to prepare us for an OSIC appeal which would be the next stage.

S30(b)(i)&(ii)

OSIC have access to the previous appeal info which included a spreadsheet of every post which was disclosed to that applicant:

Evaluation Title	Evaluation Reference	Post Reference	Points	Working Environment	Physical Co-ordination	Physical Effort	Mental Skills	General skills	Communication Skills	Dealing with Relationships	Employs	Serves to Others	Financial Resources	Physical and Info Resources	Initiative and self-direction	Knowledge	GRADE
Chief Data Officer	SPA1291	BAU	722	1	2	1	6	5	5	1	5	7	6	6	7	8	13
Head of Applications and Development	SPA885	##ICT_004	715	1	2	1	6	4	5	1	6	6	6	6	7	8	13
Head of Employee Relations and Reward	SPA1059	##PAD_122	715	1	2	1	6	4	5	1	6	7	4	6	8	8	13
Head of People and Engagement Partnering	SPA1057	##PAD_097	715	1	2	1	6	4	5	1	6	7	4	6	8	8	13
Head of Corporate Communications	SPA648	##CCOM5_022	713	1	2	1	7	4	5	1	6	7	5	5	7	8	13
Procurement Improvement Lead	SPA1339	##PROC_206	713	1	2	1	6	5	5	1	5	6	6	6	7	8	13
Head of Partnership and Collaboration	SPA1193	##STRAT_200	704	1	2	1	7	4	5	1	6	6	5	5	7	8	12
Head of Service Delivery	SPA985	##ICT_911	704	1	2	1	6	4	5	1	6	6	6	5	7	8	12
Head of Service Management	SPA890	##ICT_007	704	1	2	1	6	4	5	1	6	6	6	5	7	8	12
Head of Wellbeing and Inclusion	SPA1062	##PAD_101	704	1	2	1	6	4	5	1	6	7	4	5	8	8	12
Head of Biology	SPA711	##FOR_904	702	1	2	1	6	4	5	1	6	7	4	6	7	8	12
Head of Crime Scene Recovery	SPA721	##FOR_005	702	1	2	1	6	4	5	1	6	7	4	6	7	8	12
Head of Physical Sciences	SPA710	##FOR_006	702	1	2	1	6	4	5	1	6	7	4	6	7	8	12

Cost exemption is looked at really closely by OSIC - they would want to see the structure of the database/ search parameters/ how search results are displayed etc.

S30(b)(i)&(ii)

Can someone have a look at the points above and come back to me next week?

More than happy to have a chat through if that's easier.

S38(1)(b)

S38(1)(b)

Disclosure Manager - North

Information Management

S30(c), S38(1)(b)

(Currently working from home Monday to Friday)

From: FOI Glasgow

Sent: 06 January 2022 09:04

To: People and Development Performance Reporting

Subject: RE: FOI Request 21-2807 [OFFICIAL]

OFFICIAL

Hi S38(1)(b)

I have attached the draft for this FOI and would be obliged if you could forward it to your Director for approval.

I am due to respond to the applicant on 13/01/22 and would be obliged if you could get back to me before then.

Regards

S38(1)(b)

S38(1)(b)

Lead Disclosure Officer

Information Management

Police Scotland

2 French Street

Dalmarnock

Glasgow

G40 4EH

Currently working from home Monday - Friday

Email: S30(c), S38(1)(b)

Website: www.scotland.police.uk

Twitter: @policescotland

Facebook: www.facebook.com/policescotland

From: People and Development Performance Reporting

Sent: 16 December 2021 16:57

To: FOI Glasgow

Subject: RE: FOI Request 21-2807 [OFFICIAL]

OFFICIAL

Hi S38(1)(b)

S38(1)(b) from the Job Evaluation team has provided the following, can you please draft this and send back to me as I will need to get sign off from the P&D Director

The Gauge system holds live data and work in progress. To obtain the factor levels for all job descriptions would take over 40 hours, due to the system holding dormant job evaluations and job evaluations that have not been implemented, due to phased restructuring or delays in progressing recruitment. The job evaluation team are not typically advised of implementation and this work can take months, if not years to implement. This work can be highly sensitive to individuals and groups of staff who are going through formal consultation procedures. ICO judgement Miss K v Chief Constable of Police Scotland 2018 also advised that not disclosing factor level information under FOI before the JE process was complete was justified.

To obtain accurate data for this FOI all entries would require a manual audit of over 1000 posts. Also in previous FOI's asking for factor level listings, it was the post of the applicant that were requested. These request were much more straightforward to verify in order to ensure that due diligence had taken place.

Given the information that was released as part of SPRM it would also be possible to identify pay grades from the factor level scoring. The ICO recommends that we contact and provide an explanation to each and every postholder before disclosing any salary related information and that we should consider any objections from each of these postholders. The JE team have completed a significant number of BAU evaluations since the implementation of SPRM, with significant 'multiple postholder' BAU evaluations included. That is a considerable amount of people who will need to be identified, contacted individually, be given an opportunity to respond to our intended disclosure of their evaluation information and then be provided with an individual response to the issues they raise.

Due to this, Job evaluation team would only be able to provide data to the applicant, and under the strictest protections of that data. Alternatively, we could provide the factor level listing for the post that the requester is actually looking for, if this is identified to the team.

Thanks

S38(1)(c)

S38(1)(b)

P&D Reporting Advisor

S30(c) (WFH)

Working days Monday to Thursday

From: FOI Glasgow

Sent: 14 December 2021 10:34

To: People and Development Performance Reporting

Subject: FOI Request 21-2807 [OFFICIAL]

OFFICIAL

Good morning

Please find attached FOI request for your consideration.

Kind regards

S38(1)(b)

Information Management
Freedom of Information
Police Scotland
Clyde Gateway
2 French Street
Dalmarnock
G40 4EH

S38(1)(b)

From: **S38(1)(b)**
Sent: 10 February 2022 10:03
To: People and Development Performance Reporting
Subject: RE: 2021.2807 [OFFICIAL]

OFFICIAL

Perfect - spk to you then

S38(1)(b)

From: People and Development Performance Reporting
Sent: 10 February 2022 07:40
To: **S38(1)(b)**
Subject: RE: 2021.2807 [OFFICIAL]

OFFICIAL

Hi **S38(1)(b)**

No problem, I'm free this afternoon.

I'll give you a call about 2ish if that ok?

S38(1)(b)

S38(1)(b)

P&D Reporting Advisor

S30(c) (WFH)

Working days Monday to Thursday

From: **S38(1)(b)**
Sent: 09 February 2022 20:20
To: People and Development Performance Reporting
Subject: RE: 2021.2807 [OFFICIAL]

OFFICIAL

Hi **S38(1)(b)**

Apologies for the delay - not got anywhere near FOI this week.

Have you any time tomorrow afternoon (from 12ish) or Friday?

S38(1)(b)

S38(1)(b)

Disclosure Manager - North

Information Management

S38(1)(b)

(Currently working from home Monday to Friday)

From: People and Development Performance Reporting

Sent: 31 January 2022 11:11

To: FOI, Dundee

Cc: **S38(1)(b)**

Subject: 2021.2807 [OFFICIAL]

OFFICIAL

Morning **S38(1)(b)**

Could we have a quick discussion about this FOI, I'm free all week.

Thanks

S38(1)(b)

S38(1)(b)

P&D Reporting Advisor

People and Development

Strategic Workforce Planning

Dalkeith Police Station

Newbattle Road

Dalkeith

Midlothian

EH22 3AX

Tel: S30(c) (WFH)

Working days Monday to Thursday

S38(1)(b)

From: **S38(1)(b)**
Sent: 10 March 2022 14:48
To: **S38(1)(b)**
Subject: RE: FOI review re Job Evaluation [OFFICIAL]

OFFICIAL

I'm just shooting off early today but will have a look at diary tomorrow and try to get a chat booked in for Monday - try to get rid of it :)

S38(1)(b)

From: **S38(1)(b)**
Sent: 10 March 2022 14:46
To: **S38(1)(b)**
Subject: RE: FOI review re Job Evaluation [OFFICIAL]

OFFICIAL

Hi **S38(1)(b)**

I managed to run a report that told me there was 1,316 post created on the SCOPE system from 2019 to February.

I'm free all next week so just let me know when your free

S38(1)(b)

S38(1)(b)
P&D Reporting Advisor
S30(c) (WFH)
Working days Monday to Thursday

From: **S38(1)(b)**
Sent: 10 March 2022 14:40
To: **S38(1)(b)**
Subject: FOI review re Job Evaluation [OFFICIAL]

OFFICIAL

Hi **S38(1)(b)**

Sorry - this is at the top of my to do list but keep not getting round to it!

After our chat before leave did you get any further forward with it?

Would it be helpful to have another chat tomorrow/ early next week?

I really need to get something out to the applicant by the end of next week - it's overdue and they are being patient but I'm really pushing my luck with them :)

S38(1)(b)

S38(1)(b)

Disclosure Manager - North
Information Management

S30(c), S38(1)(b)

(Currently working from home Monday to Friday)

S38(1)(b)

From: FOI, Dundee
Sent: 17 March 2022 11:34
To: **S38(1)(b)**
Subject: RE: IM-FOI-2021-2807 [OFFICIAL]

OFFICIAL

Good morning,

I expect to be in a position to reply to your review later today.

No problem re the new request - we'll get that logged for you today and progressed.

S38(1)(b)

S38(1)(b)
Disclosure Manager - North
Information Management

From: **S38(1)(b)**
Sent: 17 March 2022 11:03
To: FOI, Dundee
Subject: Re: IM-FOI-2021-2807 [OFFICIAL]

CAUTION: This email originated from outside the organization. Do not click links or open attachments unless you recognize the sender and know the content is safe.

Good Morning,
Could I be provided with a status update on my review please?

Due to the length of time that has now elapsed, I would very much like the following to be considered as a separate request under the terms of FOISA. I wish to be provided with any and all held information relating to the handling/processing of my initial FOI request and subsequent review.

This would include, but not be limited to written correspondence both within the department concerned and inter-departmental. Thanks.

Sincerely,
S38(1)(b)

On 10 Feb 2022, at 16:07, FOI, Dundee wrote:

OFFICIAL

Good afternoon,

I am writing to provide an update in relation to your request for an internal review of FOI 21-2807.

The review is currently in progress but I'm afraid it's anticipated that our response will take slightly longer than hoped.

The deadline for our response is 16 February - I anticipate being in a position to respond the following week - by Friday 25 February at the latest.

Please accept my apologies for any inconvenience caused and you are of course free, after 16 February, to escalate the matter to OSIC should you wish.

Your patience is appreciated meantime.

Regards,

S38(1)(b)

**Disclosure Manager - North
Information Management**

S30(c), S38(1)(b)

(Currently working from home Monday to Friday)

From: **S38(1)(b)**

Sent: 20 January 2022 08:42

To: FOI Glasgow

Subject: Re: IM-FOI-2021-2807 [OFFICIAL]

**CAUTION: This Email originated from outside the organisation.
Do not click on links or open attachments unless you recognise the sender and know the content is safe.**

Good Morning,

Thank you for the response to my request that was attached. I would like a review conducted of the actions and decisions taken during the handling of my request. Specifically, but not limited to any other findings of the review process:

1. The length of time taken to respond when an offer of a BAU response was made only two working days (15 Dec) after the authority received my request. The legislation is clear that a response is due in the first instance as quickly as possible, but in any event no later than 20 working days.
2. The accuracy of the claim that the information could not be provided within the appropriate fees limit. Especially the point regarding there is no way to sort/filter items in the Gauge system to tell the difference between "live data and work in progress" scorings.
3. Related to above, I would also note/clarify that my request did not distinguish between either of those categories.
4. Related to the Points 2 & 3 above, whether the responsibilities outlined in the Section 61 Code of Practice on Records Management are being followed.

Thank you and I look forward to your reply.

Sincerely,

S38(1)(b)

On 13 Jan 2022, at 14:04, FOI Glasgow

S30(c)

wrote:

OFFICIAL

Good Afternoon

Please find attached the response to your information request.

Kind Regards

Information Management
Freedom of Information
Police Scotland
Clyde Gateway
2 French Street
Dalmarnock
G40 4EH

S38(1)(b)

From: People and Development Performance Reporting
Sent: 17 March 2022 15:24
To: **S38(1)(b)**
Subject: RE: FOI Review re JE - fao **S38(1)(b)** [OFFICIAL]

OFFICIAL

Hi **S38(1)(b)**

Happy with the wording which has been run past the Pay and Grading manager as well.

Thanks,

S38(1)(b)

From: **S38(1)(b)**
Sent: 17 March 2022 12:56
To: People and Development Performance Reporting
S30(c)
Cc: **S38(1)(b)**, **S30(c)**, **S38(1)(b)**
Subject: FOI Review re JE - fao **S38(1)(b)** [OFFICIAL]

OFFICIAL

Hi **S38(1)(b)**

Apologies for the delay in getting this to you - one of those weeks and I was eventually prompted by the applicant this morning who is now chasing the vary late response for the second time - my fault.

We wouldn't usually 'approve' review responses to be honest but was just following my discussions with **S38(1)(b)** to check the wording etc.

I know I've a cheek in the circumstances but if there's *any* way someone can look at this today it would be much appreciated.

S38(1)(b)

S38(1)(b)
Disclosure Manager - North
Information Management
S30(c), S38(1)(b)

(Currently working from home Monday to Friday)

S38(1)(b)

From: FOI, Dundee
Sent: 17 March 2022 16:12
To: **S38(1)(b)**
Subject: FOI 21-2807 - Review Response [OFFICIAL]
Attachments: 21-2807 Review Response.pdf

OFFICIAL

Dear applicant,

Please find attached our response to your request for a review of the above referenced FOI decision.

Regards,

S38(1)(b)

Disclosure Manager - North
Information Management

From: **S38(1)(b)**
Sent: 20 January 2022 08:42
To: FOI Glasgow
Subject: Re: IM-FOI-2021-2807 [OFFICIAL]

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Good Morning,

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1. The length of time taken to respond when an offer of a BAU response was made only two working days (15 Dec) after the authority received my request. The legislation is clear that a response is due in the first instance as quickly as possible, but in any event no later than 20 working days.
2. The accuracy of the claim that the information could not be provided within the appropriate fees limit. Especially the point regarding there is no way to sort/filter items in the Gauge system to tell the difference between "live data and work in progress" scorings.
3. Related to above, I would also note/clarify that my request did not distinguish between either of those categories.
4. Related to the Points 2 & 3 above, whether the responsibilities outlined in the Section 61 Code of Practice on Records Management are being followed.

Thank you and I look forward to your reply.

Sincerely,

S38(1)(b)

On 13 Jan 2022, at 14:04, FOI Glasgow S30(c) wrote:

OFFICIAL

Good Afternoon

Please find attached the response to your information request.

Kind Regards

Information Management
Freedom of Information
Police Scotland
Clyde Gateway
2 French Street
Dalmarnock
G40 4EH