



Appendix A

Implementation of Shared Officer Job Evaluation and Pay

- All officers who undertake work on behalf of other authorities as part of a Section 113 agreement will be remunerated through the shared officer pay structure.
- The shared officer pay structure will be implemented from 1 November 2025
- All applicable employees will receive up to 3 months back pay from the 1 November implementation date, if they have been undertaking shared duties prior to that date.
- All roles shared under Section 113 will be evaluated under the Shared Officer Job Evaluation Scheme to establish the respective grade for the role on the shared pay structure.
- Any officers who are shared 0.33FTE or more will be moved onto the shared pay structure. Those shared less than 0.33FTE will receive an enhanced payment in accordance with the shared job evaluation of their role, only when they undertake that shared work.
- Anyone who is at a detriment by the implementation of shared pay will be protected in line with the Shared Officer Job Evaluation Policy.
- On implementation of the shared officer pay all those who have been shared for 1 year or more in the role evaluated as at the date of implementation (1 November 2025) will receive an additional increment when shared officer pay is implemented.
- Any pay increases will be offset against discretionary payments for sharing that had been applied.
- All discretionary payments for undertaking shared officer work will cease with the implementation of the shared officer pay.