

PRIORITY AREA 5: PAY AND REWARDS

<u>Pay and Rewards</u>					
Action	Priority	Outcomes	By When	Responsibility	Resource Implications
Progress the implementation of a new pay and grading structure.	H	New scheme and pay structure agreed.	April 2013	Job Evaluation Steering Group	Cost of consultants, staff time and implications on pay bill
Assist departments in fitting staffing to available budgets	H	New structures in place	Up to April 2015	Chief Officer : Human Resources/Departmental HR Managers	Staff time and costs to conduct a review
Develop means of constructing and marketing the overall employment package	M	Evidence of reduced turnover rates and improved recruitment success	On-going	Chief Officer : Human Resources/Departmental HR Managers	Cost of producing materials
Further develop the Council's "Flexible Benefits" approach.	M	New/revised benefits identified and introduced	Annually from March 2013	Chief Officer : Human Resources	Cost of producing materials

Pay and Rewards

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Examine the total reward package to ensure it is modern, appropriate and in line with best practice.	M	Package regularly reviewed	March 2013	Chief Officer : Human Resources/ Departmental HR Managers	Cost of remedial actions if needed