

PRIORITY AREA 5: PAY AND REWARDS

| <u>Pay and Rewards</u> | | | | | |
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| Action | Priority | Outcomes | By When | Responsibility | Resource Implications |
| Progress the implementation of a new pay and grading structure. | H | New scheme and pay structure being implemented | April 2016-2019 | Job Evaluation Steering Group | Cost of consultants, staff time and implications on pay bill |
| Assess the implications of the introduction of the "Living Wage" | H | Assessment completed. | June 2014 | Director of Corporate Services/Chief Officer: Human Resources | Staff time and costs to conduct a review |
| Assist departments in fitting staffing to available budgets | H | New structures in place | Up to April 2015 and on-going | Chief Officer : Human Resources/Departmental HR Managers | Staff time and costs to conduct a review |
| Further develop the Council's "Flexible Benefits" approach. | M | New/revised benefits identified and introduced | Annually from March 2014 | Chief Officer : Human Resources | Cost of producing materials |
| 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 |