

## PRIORITY AREA 5: PAY AND REWARDS

<b><u>Pay and Rewards</u></b>					
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.	April 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