

PRIORITY AREA 5: PAY AND REWARDS

| <u>Pay and Rewards</u> | | | | | |
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| Action | Priority | Outcomes | By When | Responsibility | Resource Implications |
| Monitoring the effectiveness of the Golden Handcuffs and other initiatives to recruit and retain key staff | H | A stable workforce | Ongoing | Chief Officer : Human Resources/Departmental HR Managers | Implications on pay bill |
| Consider the Council's position on a new pay and grading structure. | M | New scheme and pay structure being implemented | July 2015 | Job Evaluation Steering Group | Implications on pay bill |
| Reassess the value of the Bracknell Forest Supplement | H | | April 2015 | Chief Officer : Human Resources | Cost of supplement pay bill |
| 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 2015 | 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 | Ongoing | Chief Officer : Human Resources/ Departmental HR Managers | Cost of remedial actions if needed |