

PRIORITY AREA 5: PAY AND REWARD

Action	Priority	Outcomes	By When	Responsibility	Resource Implications
Monitoring the effectiveness of the Golden Handcuffs, Market Premia and other initiatives to recruit and retain key staff; particular regard will be paid to the Children's Social Care workforce	H	A stable workforce	Ongoing	Chief Officer : Human Resources/Departmental HR Managers	Implications on pay bill
Reassess the value of the Bracknell Forest Supplement	H	Supplement reviewed	April 2015	Chief Officer : Human Resources	Cost of supplement pay bill
Assist departments in fitting staffing to available budgets	H	New structures in place	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
Continue to support the staff engagement working groups ie Recognition and Reward/Cross Departmental Working	H	Outcomes agreed by the groups are taken to CMT and actioned where necessary	March 2017	Chief Officer: Human Resources	Costs of improving rewards for staff