

PRIORITY AREA 5: PAY AND REWARDS

<u>Pay and Rewards</u>					
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