



Derby City Council

PERSONNEL COMMITTEE
9 February 2017

ITEM 5

Report of the Director of Governance and
Monitoring Officer

Pay and Review Project Update

SUMMARY

1.1 This report provides the Committee with an update on the Pay and Reward Project and includes the following documents:

- Appendix 2: Project Tasks for Pay and Reward Project

RECOMMENDATION

2.1 To note the contents of this report and Appendix 2.

REASONS FOR RECOMMENDATION

3.1 To note an updated Project Task List for the Pay and Reward Project.

SUPPORTING INFORMATION

4.1 The revised Project Task List for the Pay and Reward Project.

OTHER OPTIONS CONSIDERED

5.1 None. The manner of reporting was agreed at the meeting of the Personnel Committee on 7 July 2016.

This report has been approved by the following officers:

Legal officer Financial officer Human Resources officer Estates/Property officer Service Director(s) Other(s)	Janie Berry, Director of Governance and Monitoring Officer David Cox, Head of HR/Team Leader, Pay and Reward Project
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For more information contact: Background papers: List of appendices:	David Cox 01332 642577 david.cox@derby.gov.uk None Appendix 1: Implications Appendix 2 Project Tasks for Pay and Reward Project
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IMPLICATIONS

Financial and Value for Money

- 1.1 The contract for the Strategic Partner was awarded following a compliant procurement process.

Legal

- 2.1 We are required to ensure a legally compliant pay and grading structure. There is an equal pay risk in not completing the project in a timely manner. The Hay Group are the Council's Strategic Partner in achieving a successful project outcome.

Personnel

- 3.1 Implementing Pay and Reward will ensure a fair and robust pay structure.

IT

- 4.1 N/A

Equalities Impact

- 5.1 We are required to deliver a robust equality proof, pay and reward structure and this cannot be achieved without the completion of the job evaluation project.

Health and Safety

- 6.1 N/A

Environmental Sustainability

- 7.1 N/A

Property and Asset Management

- 8.1 N/A

Risk Management

- 9.1 There are potential risks in not completing the project in a timely and robust manner.

Corporate objectives and priorities for change

Project Tasks

9 February 2017

3 other negotiating bodies – external legal now received and implications being assessed

29 schools where temporary hours are due to end in April 2017 and this is being addressed as part of the dispute resolution.