



Derby City Council

PERSONNEL COMMITTEE
27 October 2016

Report of the Director of Governance and
Monitoring Officer

ITEM 6

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

17 October 2016

St Werburghs go live 1 January 2017 Claire

3 other negotiating bodies – initial external legal advice is not to include in Project

Find, format and file all – On-going

Check all Policies – do any more need changing to reflect JE Craig

Ensure JE and all implications are embedded in HR and with line management Craig

Do we audit schools – temporary hours ceasing in April 2017? Deferred till November

Disperse team – on-going - 80% complete With DVC