



Derby City Council

## PERSONNEL COMMITTEE

12 January 2017

# ITEM 7

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:

<b>Legal officer</b> <b>Financial officer</b> <b>Human Resources officer</b>  <b>Estates/Property officer</b> <b>Service Director(s)</b> <b>Other(s)</b>	Janie Berry, Director of Governance and Monitoring Officer  David Cox, Head of HR/Team Leader, Pay and Reward Project
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<b>For more information contact:</b> <b>Background papers:</b> <b>List of appendices:</b>	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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<b>IMPLICATIONS</b>
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**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

12 January 2017

St Werburgh's implemented on 1 January 2017

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

Find, format and file all – Ongoing

Do we advise schools regarding any temporary hours ceasing in April 2017? To be addressed as part of the Taskforce workload.