



Derby City Council

**Personnel Committee  
18 March 2015**

**ITEM 6**

Report of the Director of Legal and Democratic Services and Interim Director of HR.

**Hay Group Presentation**

**SUMMARY**

- 1.1 Personnel Committee were informed on 24 February 2015 that the Job Evaluation tender had been awarded to the Hay Group, following the tender process for phases 1 – 3 of the tender specification.
- 1.2 Following the award of the tender to Hay Group, representatives from that company will attend Personnel Committee on 18 March 2015.
- 1.3 Hay Group representatives will brief Personnel Committee on the Hay methodology and provide an opportunity to ask questions.

**RECOMMENDATION**

- 2.1 To note the Hay Group presentation.
- 2.2 To note the opportunity to ask questions of Hay Group representatives.

**REASONS FOR RECOMMENDATION**

- 3.1 The Personnel Committee requested on 24 February 2015 an opportunity to learn more about the Hay methodology and raise any questions, to ensure Elected Members were fully briefed on the Job Evaluation methodology

**SUPPORTING INFORMATION**

- 4.1 Following the award of the tender for job evaluation support for current DCC grades 1 – 6 and school scales 1 – 6, Hay is now the Council's strategic partner for job evaluation (phases 1 – 3).
- 4.2 A knowledge of the Hay methodology will assist Personnel Committee in understanding how the Job Evaluation methodology will be applied.

## OTHER OPTIONS CONSIDERED

5.1 None

**This report has been approved by the following officers:**

<b>Legal officer</b>	Janie Berry – Director of Legal and Democratic Services and Interim Director of HR
<b>Financial officer</b>	
<b>Human Resources officer</b>	Liz Moore – Acting Head of Service
<b>Estates/Property officer</b>	
<b>Service Director(s)</b>	Janie Berry – Director of Legal and Democratic Services and Interim Director of HR
<b>Other(s)</b>	

  

<b>For more information contact:</b>	David Cox 01332 642577 david.cox@derby.gov.uk
<b>Background papers:</b>	None
<b>List of appendices:</b>	Appendix 1 – Implications

<b>IMPLICATIONS</b>
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**Financial and Value for Money**

- 1.1 None arising from this report.

**Legal**

- 2.1 There is an equal pay risk in not completing the project in a timely manner and the Hay Group are now the Strategic Partner in achieving a successful project outcome.

**Personnel**

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

**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**

- 10.1 A skilled and motivated workforce