

Pay and Reward

Work Programme 2019/2020

Activity	Progress	Target Date
Pay Award Review of Pay Award for April 2019	Completed	April 2019
Operational Review To include: <ul style="list-style-type: none">• Consideration for what elements should be included.• Timeframe for payments• Disqualification from payment• How much the payment should be• Appeal process	Draft report on Attendance Allowance agreed at EMT 20/5/19 Report to ESLP end of June/ July for discussion.	
Housing Maintenance Review To include: <ul style="list-style-type: none">• Who is eligible• What will be covered?• Possible different grading structure but with scp links to main structure.• Timeframe for payments• Disqualification• Appeal process	Consultant engaged. Initial report received. Consultant due in 7 June for further discussion.	

<p>Health and Leisure Review</p> <ul style="list-style-type: none"> - Pending current market testing exercise 		
<p>Salary structure Review</p> <ul style="list-style-type: none"> - Bands 5-6 - Bands 7-9 - Review of Band width - Consider new bands created - Need to review market pressures 	<p>Consultant engaged.</p> <p>Initial report due end of May 2019.</p>	
<p>Senior Management Band Review</p> <ul style="list-style-type: none"> - Band 10 and above - Need to review current structure - Increase flexibility - Allow for market demands to influence grade - Review current empty SCP's 	<p>Initial report due from consultant end of May/ June for consideration.</p>	
<p>Reward Scheme</p> <ul style="list-style-type: none"> - Consider options for reward. - Not linked to SCP. - Set amounts linked to Band - Reviewed to ensure consistency - Appeal process. 	<p>Options to be considered once Pay Structure has been agreed.</p>	