

Outline of our approach to Pay Restructuring

Having completed a Job evaluation or job levelling exercise or reviewing current pay structures our consultants work with you to develop options for new or revised approaches to pay. Taking into account the Reward strategy and needs of the business we use our reward expertise and our best of breed pay modelling tools to identify options. With interactive presentations and workshops to give immediate impacts on costs and employee impact through the powerful visual software tools we can review the implications of any suggested change to basic pay and allowances by Management or Trade Unions immediately rather than having to go away and cost out proposals and come back with reports.

We work closely in partnership with organisations to ensure the design of any pay structure is not a technical exercise but is developed to ensure any pay arrangements meet with any People strategy and Business Strategy and overtime will assist in defining the Culture of an organisation.

Our Consultants have worked on hundreds of pay modernisation projects across public and private sectors working with employers to find pragmatic solutions which meet legislative requirements and provide a Strategic reward approach..

A typical Pay restructuring project would contain the following:

1. Scoping the requirements of the Pay restructuring project.

Meeting with the key people within the organisation we review how pay is currently managed throughout the business from a basic pay, allowances and variable pay elements. Discuss and identify any key Reward issues across the organisation. The scoping exercise would include identifying which employees are included in the project what their roles are, where information is held and how it can all be brought together from any payroll or HR systems or any other databases.

2. Meet with Key Stakeholders

It is important all key stakeholders are engaged in the process and to ensure this we present on the critical steps and key considerations in any pay restructuring projects.

3. Support and Guidance in Data Management

With any organisational change programme management information is critical to it's success. We support Organisations in identifying where the required data is held and processes for bringing it all together. This normally includes organisational data, employee data, job/role data and market data. We then import the information into our Software tools to create an overall picture of the organisations pay arrangements enabling scenarios to be developed.

4. Scenario Building and Options

Whether an organisation has a clear aim of the approach it requires be it broad banding, Job families, broad grades or spot salaries we assist in developing options for further consideration giving advice and guidance on the implications of any suggested approaches and the pro's and con's of each.



5. Workshops with Managers and Trade Unions

Depending on who is involved in the process we facilitate sessions with Managers and trade unions to ensure everyone is engaged in the process and understands the implications of suggested options. This is a critical part of the process particularly where there may be significant change to an organisation.

6. Review of Proposals

Following any workshops and amendments to any proposals a comprehensive set of reports are run to support any decisions which are needed to be made. Recommendations are then submitted to Senior Management teams for review of the position.

7. Equality Impact Assessment

Whilst any legislation is advised upon throughout the previous stages of the project a full equality impact assessment may be required. (See Outline of EQIA). In some organisations this is required for agreement to any proposed changes. Best practice would suggest this should be undertaken.

8. Support in Implementation and Communication

Whilst communication should be ongoing throughout the process a critical part of the process is the implementation and communication of any changes to employees as this is the reality of the exercise. Our consultants support organisations in the implementation process from assisting in information for payroll through to full reward process review including development of HR systems.

When communicating any changes to employee packages Total Reward Statements are an invaluable tool in ensuring an employee is aware of their total benefits package our consultants discuss the best approach to communication.

9. Recommendations and Future Monitoring

Our Consultants will advise on any future requirements or potential approaches to be considered on an organisation's journey through pay with recommendations for future monitoring requirements be it market rates through to equal pay audits and awareness.

About NorthgateArinso Reward Solutions

NorthgateArinso Reward Solutions is a leading HR software & services provider offering innovative solutions to organisations of all sizes. With over 30 years experience in pay and reward restructuring, NorthgateArinso Reward Solutions has successfully completed over 1000 client projects. We specialise in Job Evaluation, Reward Structure Modelling, Flexible Benefits and Equal Pay.

Our 4,500 employees are dedicated to HR excellence through strategic business consulting, outsourcing services, systems integration and best-of-breed software solutions. We are one of the 5 largest HR service providers worldwide and have offices in 31 countries.

The Northgate Group is owned by private equity company Kohlberg Kravis Roberts (KKR) and currently employs over 6,500 staff and operates in 46 countries.