

CONTROLLING THE PAY BILL

This event will enable participants to examine the factors that influence the pay bill and identify ways of gaining tighter control and using non-financial rewards effectively.

Aims

This event will provide a confidential setting in which participants can participate in discussions and explore:

- How to use role design to highlight which aspects of work drive up role size
- How to manage and control regrading and promotion practices
- How role profiles can ensure training and development resources are targeted at areas of need and utilise a range of developmental techniques
- How to use pay modelling to scrutinise the current pay and grading structure and identify ways of ensuring cost effectiveness
- How the use of labour market data can help to remove unnecessary payments (allowances as well as market premia) and ensure the organisation's pay line is appropriately benchmarked
- Explore other options for rewarding staff.

Programme

10.00	Coffee
10.30	Welcome, introductions and ground rules for the day Current context – challenges ahead
11.00	The pay bill: <ul style="list-style-type: none"> ○ What does it include ○ What elements appear to be outside the control of the organisation ○ Which costs are structural and which discretionary ○ What drives up costs
11.45	Use of labour market data: <ul style="list-style-type: none"> ○ Benchmarking ○ Going rate
12.30	Lunch
13.15	Using role profiles to control costs <ul style="list-style-type: none"> ○ Managing regrading and promotion processes ○ Effective role design ○ Effective targeting of training and development
14.45	Tea
15.00	Pay modelling <ul style="list-style-type: none"> ○ Examining the current pay and grading structure ○ For modelling restructuring
15.30	Exchange of learning and summary of key points
15.45	Close