

SENIOR STAFF PAY

Participants are invited to explore approaches to senior staff pay and reward and the issues surrounding the establishment of market rate. The content of the day will focus on good practice and the information needed to support robust and transparent decision making, and the work of remuneration committees. Guest speakers will provide some thought provoking ideas to feed into open discussion sessions between participants. This event is aimed at Directors of Human Resources and Senior HR Practitioners and will be run using Chatham House rules.

Aims

- Learn how role analysis has been used to support Napier Edinburgh University approaches to senior pay
- Explore the issues surrounding the establishment of the market rate and using labour market pay and other data
- Discover what concerns remuneration committees and the type of support they appreciate

Programme

10.15	Coffee and registration
10.30	Welcome and introductions (Margaret Dale, ECC)
10.40	Napier Edinburgh University's approach to Senior Pay (Lee Conlan, HR Client Partner, Napier Edinburgh University)
11.00	Sources and use of labour market data and pay to inform decision making (David Evans, Head of Pay and Labour Market Data Services, Capita)
11.20	The work and information needs of remuneration committees (Eddie Newcomb, Consultant to the Chairs of University Councils and ex-Manchester University)
11.40	Group 1 – discussions with one of the speakers
12.30	Lunch
13.15	Group 2 – discussions with one of the speakers
14.00	Group 3 – discussions with one of the speakers
14.45	Reflections on lessons learnt and action planning
15.15	Plenary to summarise issues and possible solutions
15.45	Close