



# Employee Relations and Pay & Reward

A New Approach to Recruiting  
and Developing LG Staff

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## New Approach

### Objective:

**Opportunity to retain a skilled, motivated and diverse workforce to deliver excellent and efficient, customer-focussed services**



## Key Features

- **Mechanism for trawling vacancies within the local government sector**
- **Grade/promotion banding system**
- **Programme of career development and training**



# Outcomes

- Staff recruited/promoted to a grade band (Employee Relations and Pay & Reward)
- Flexibility and movement of staff within and across councils in the context of a development plan (Talent Management)



## Outcomes (contd)

- Based on a structured, objective performance management based promotion mechanism (Performance Culture)
- Sector wide programme of career development and training (Leadership/Learning Organisation)