



P&OD Framework

Pay and Reward Working Group

A Unified Pay and Reward Framework for Local
Government in Northern Ireland

Vision set out for single approach to pay and reward

- SS – Transformation of Pay – 26x ways – focus on Equal Pay
- RPA – P&R for LG – focus on values and culture
 - Efficiencies, consistency in R&S, L&D, Performance
 - Benchmarking
 - Service delivery efficiencies – Payroll / HR
- Components
 - Common T&C
 - Common job families / Standardised JDs / Catalogue of jobs
 - Job Evaluation redefined
 - Generic approach to pay / simplified pay / flexible pay packages

Work programme to date

- Finding out where we are now –
 - Data Collection Sampling with NISRA (Ballymena, Belfast, Derry, Newry and Mourne DC)
- Research pay models
- Research expert advice
- Discussion around resourcing this work
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What next?

- Research successful P&R models
- Develop useful workforce analysis tool
- Agree what 'new' LG want to reward
- Assess implications for sectoral approach to P&R
- Establish links to the OD framework pillars

P&R / ER Working Group to date

Pay & Reward

- Roger Wilson, Chief Executive - Armagh, Banbridge, Craigavon BC
- Catherine Sweeney, Assistant Director of Administration (HR) - NMDC

Employee Relations

- David McCammick, Chief Executive – Antrim BC
- Karen Hargan – Director of OD and HR - Mid and East Antrim BC

TU Side

- Bumper Graham – Assistant Secretary, NIPSA

LGSC

- Dermot O'Hara – Director, LGSC