

CHILDREN 1ST

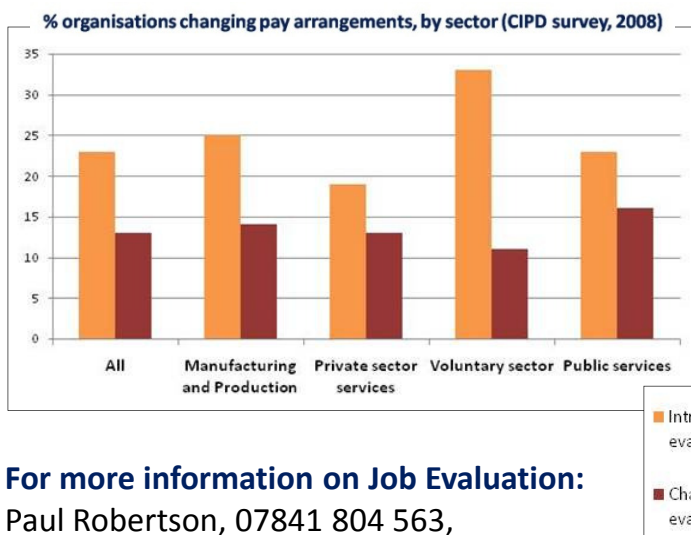
- CHILDREN 1ST is the working name for the Royal Scottish Society for Prevention of Cruelty to Children (RSSPCC) and is a registered charity.
- 1968: new legislation made local authority social work departments responsible for investigating child abuse. The charity changed its name to reflect in 1995.
- With an income of about £10m, and operating over 40 services in 23 local authority areas, CHILDREN 1ST employs some 300 staff and has a team of over 1000 volunteers, spread across the whole of Scotland.

What did our client need?

- Our client's pay and grading structure, loosely tied to local authority pay scales, was not suited to the next stage of its development.
- They required a new grading scheme, based on Job Evaluation, that was:
- **Effective and efficient; transparent; equal value compliant; fair, equitable and robust;** developed through **staff consultation;** able to cover **all roles.**
- Our client also wanted a linked, cost effective and accurate benchmarking system.

What challenges did we face?

- Ensuring consistent evaluations among panel members.
- Validating evaluation results against the organisation structure; resolving apparent anomalies.
- Understanding client view of performance related pay.
- Setting a fair level of comparison with the external market, retaining an incremental pay progression system.
- A simple system, allowing efficient, clear communication.



For more information on Job Evaluation:

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How did we help?

- We recommended the best JE scheme option and argued our choice. The Steering Group accepted.
- We drafted new forms and guidance notes for employees and line managers to record comprehensive role analysis information.
- We trained JE panel members in the new method. They evaluated all roles. The findings were reviewed by line managers and the Chief Executive.
- We agreed benchmark jobs and external comparator organisations. Our client used existing contacts with other organisations in the same sector.
- We collected external data for a sample of about 20 jobs. We used this to recommend salary ranges, and the optimum method of market matching.
- We presented options with cost implications to the Steering Group. The Board agreed the final recommendation; our client communicated the outcome to employees.

What benefits did our client gain?

- Our client now has an equal pay compliant scheme that is well accepted in the public sector, where many of its job comparators are found.
- This enables a simple link with market rates for the future; minimum time, effort at future salary reviews.
 - Our client's fully trained evaluation team and systems can cope with future changes and new roles, as the organisation develops.
- Employees have a clearer understanding of how grade and salary are assessed, related to internal relativities and the external market.

Your Reward, Development & Performance Partner

- Assessment & Development
- Career Management
- Coaching
- Competency Based Interviewing
- Competency Frameworks
- Customer Satisfaction
- Employee Engagement
- Equal Value Compliant Pay
- Independent Job Evaluation
- Job Family Modelling
- Leadership Development
- Outplacement
- Performance Management
- Recruitment Management
- Reward Strategy
- Salary Benchmarking