



- A number of smaller colleges merged to form City College Manchester in 1993.
- Full-time students in small classes receive individual support. This 'City Sixth Form' concept has been commended by Ofsted (2004 Inspection Report).
- The college works with many local and regional employers and businesses every year. It is Greater Manchester's largest provider of Offender Learning.

What did our client need?

- City College Manchester had not reviewed their senior staff salaries since August 2004.
- They sought guidance in allocating salary levels for the further education and private sectors.
- They also wanted advice about wider pay management issues, including performance-related pay.

How did we help?

- Our approach involved:
 - A series of individual interviews to discuss and position roles in context;
 - Matching roles against market surveys from academic / private sectors; and
 - Using the engagement questionnaire to organise data from individual interviews.
- We organised feedback sessions to track progress at every stage of the project.
- The remuneration committee met after the first workshop to decide a way forward. We received these results and used them for further comment and finalisation.

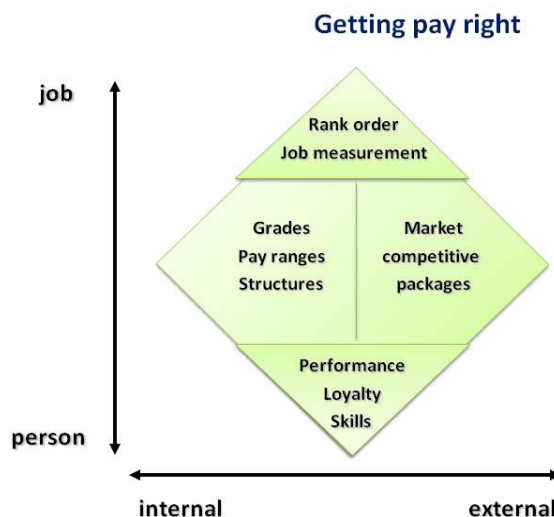
For more information on Salary and Reward Benchmarking:
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What challenges did we face?

- Creating a process which would still be suitable in the future, negating the need for more major reviews.
- *Our management model is comprehensive, understandable, robust and adaptable.*
- Establishing and retaining a good team ethos.
- *The results were presented to the remuneration committee through workshops. Interactivity and debates made the whole process involving.*

What benefits did our client gain?

- Our client gained a greater understanding of reward in its wider context.
- This includes the main drivers of internal vs. external relativity and job requirements vs. personal contribution.
- They also decided which approach best fitted their current culture and if any longer-term changes were desirable.



Your Reward, Development & Performance Partner

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