



- In the 1950s Lady Molly Huggins started the Metropolitan Coloured People’s Association to provide good quality, affordable housing for immigrants from the West Indies.
- The organisation was formally established as a housing association in 1963. It is now a group of organisations with over 30,000 homes.
- The original aim of providing good quality, low cost housing remains the same, as does the commitment to London and the Midlands.

What did our client need?

- This was our fifth assignment for Metropolitan Housing Trust and its predecessors.
- We had already completed a benchmarking exercise for top posts.
- Our client asked us to benchmark salary and reward for twenty-four lower scale posts (a representative sample).

How did we help?

- We used a comparative exercise based on various national databases, including:
 - Hays’ public sector reviews; and
 - Current advertisements for similar posts in the public and private sectors.
- We paid particular attention to regional rates and non-salary rewards.
- And we produced figures for Upper and Lower Quartiles and Medians.
- Our client prioritised collaboration and we met regularly for progress updates.

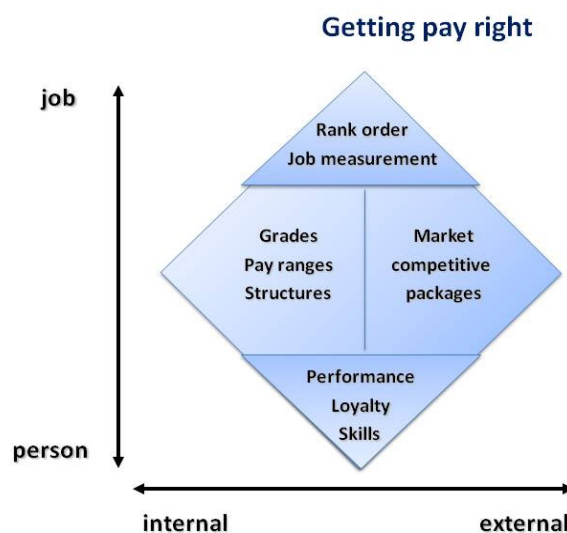
For more information on Salary and Reward Benchmarking:
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What challenges did we face?

- Identifying sufficient comparators when a number of posts were atypical.
- *We conducted a detailed search for individual employers. We broadened our survey to compare and evaluate specific responsibilities where a total job comparison was not possible.*
- Precisely assessing posts.
- *We sourced a range of information from many contacts in the organisation.*

What benefits did our client gain?

- Our client received market rate information, applying their own salary scales to individual posts.
- Transferred staff proved more likely to accept salaries determined on the basis of impartial, professionally-assessed advice.



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