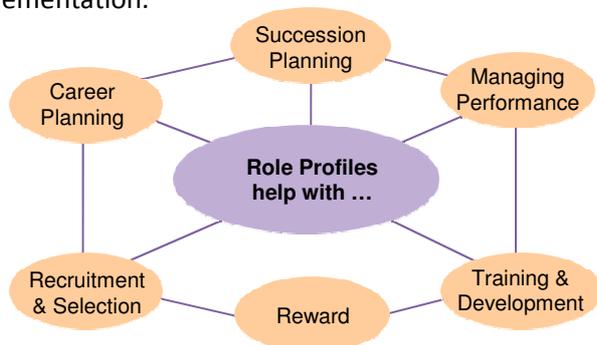




- The county of Derbyshire covers an area of 255,071 hectares and at mid-2007 had a population of 758,150.
- Derbyshire County Council is a first tier authority which generates £1 billion in revenue and works with £150 million worth of capital budgets.
- The Council employs over 30,000 members of staff, and its mission statement is; "To improve life for local people."

What did our client need?

- Our client had already undertaken extensive work analysing and evaluating jobs to achieve the requirements of modern pay and the national single status agreement.
- This had involved mass job analysis largely by questionnaires and job evaluation to underpin new grading arrangements.
- We were asked to assist the client to help design and implement a Job Family framework as well as associated support with communications and implementation.



How did we help?

- We reviewed the client's existing work definitions and helped develop a clear framework which ensured consistency and uniformity across the whole job family structure.
- Through workshops and individual meetings, we aided the Council to consult with managers over the whole job family structure and the detailed role profiles.
- We also provided:
 - Quality assurance for existing work completed on job profiles
 - Advice on project planning and communications
- In addition, we helped produce a range of general communications materials at no charge and developed a guide for managers.

What challenges did we face?

- Derbyshire County Council had already completed core work for single status pay structures.

We used our understanding of the underpinning job evaluation method to ensure the new profiles aligned with the method and the resultant grade levels. We also ensured in all communications that the links were clear.

- The client had a pre-arranged timeline for the completion of work.

We ensured that all services were delivered in line with the role profile development plan timeline. We were able to massively speed the process by being able to use an existing database of role profiles to iterate into versions that were very specific to the client's jobs and structures.

What benefits did our client gain?

- A means of mapping jobs to role definitions and career paths.
- Achieved the benefits of generic role definitions together with a focus on key areas of core work.
- A foundation for the longer term modernisation of people management.
- The new job families will support the implementation of single status and new equal value compliant pay structures .

For more information on Job Family Modelling:

Paul Robertson,

T. 07841 804 563

E. paul.robertson@wayshrc.com

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