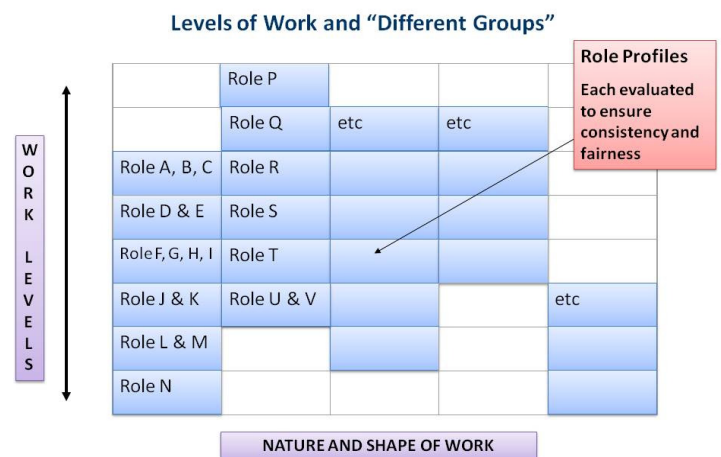


What is Job Family Modelling?

- Job Family Modelling is a type of grading system that divides jobs into coherent groups based on shared characteristics.
- Typically we replace hundreds, even thousands of individual job descriptions with a much smaller number of flexible and focused role profiles.
- The role profiles capture key accountabilities, typical skills and critical behaviours or ‘competencies’.
- Competencies are the factors that enable an employee to perform his or her job better; their motives, values and traits.

We can help you to...

- Design a leadership Job Family, describing the levels and nature of work
- Design a grade structure based on a clear pay philosophy and structure for leadership roles
- Achieve Equal Value compliant job measurement
- Use a factor-based allocation tool and approach to allocating individual roles to the new profiles, which will align to your desired approach on pay grades
- Model the pay implications of allocation results and provide final advice on grade design.



We recommend a process which...

- Reviews your existing structures and relevant job information
- Creates a leadership family based on a continuity approach with your existing Job Family structures
- Extends your existing grade structure, to create a modern and effective structure for senior roles
- Analyses leadership pay based on a shared understanding of what will work and be acceptable for you

Possible Leadership family profile structure

Services	Function	Expert
Chief Executive		
Strategic Service Director		Strategic Function Director
Service Director 1	Function Director 1	Expert Director 1
Service Director 2	Function Director 2	Expert Director 2
Senior Service Manager 1	Senior Function Manager 1	Senior Expert Manager 1
Senior Service Manager 2	Senior Function Manager 2	Senior Expert Manager 2

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
- Workforce Planning

The process

All implementation depends on your circumstances. We work in close partnership at all times.

A typical process involves:

Stage one – Reviewing the existing arrangements for leadership “reward” including:

- Reviewing examples of current employment contracts
- Examining tangible rewards and relevant expenses

Stage two – Benchmarking the current arrangements including:

- Quantitative benchmarking based on available tangible rewards in particular pay
- Qualitative analysis based on deploying our expertise in pay arrangements, market trends and case study experience

Stage three – Initial reporting of benchmarks and analysis

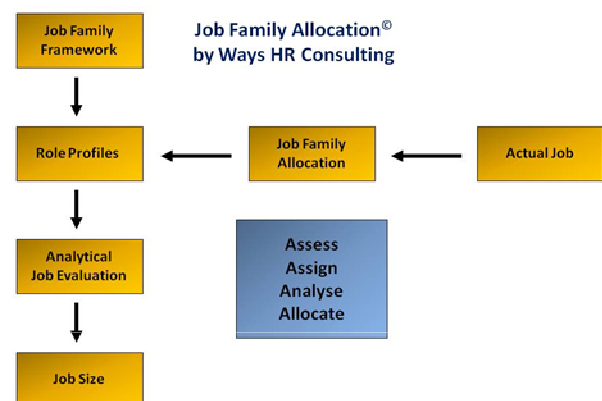
- Confirming or extending your understanding of your current arrangements and those of your competitors
- Review of the analysis and its relevance for providing a potential evidence-base for change

Stage four – Option appraisal

- Based on a joint discussion of the initial analysis, we will develop a series of options for modernising leadership pay
- Provision of a written report where all options will be costed and appraised
- Technical appraisal but which considers the people management and political implications of any associated changes

Our expertise enables you to...

- Determine your leadership pay needs in a modern, integrated and equal value compliant manner
- Implement a pay philosophy that will align with a fit-for-purpose leadership culture for the future
- Introduce competencies, career management approaches and other advances where modern job definition enables workforce planning and improved people management



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For more information on Job Family Modelling:

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