

Pay and Reward

22 February 2013





Today's session...

- National and local challenges/context
- PPMA reflections on reward
- PPMA support for members
- Work with Mercers
 - Reward aligned to public sector for the future
 - Reward supporting transformation
- Questions after both presentations



National picture...

- Future of national pay bargaining?
- Pay freeze not sustainable
- Local pay bargaining by default?
- Changes to pay and terms by employers
- Focus on cost cutting and performance
- Long term budget
- Transparency for senior pay



Employer pay challenges...

- Similar across country and sectors
- Different responses
- Local politics
- Living Wage gathering pace in some areas
- Short term pay cuts/freezes
- Employee Value Proposition?
- Finding creative solutions
- Blended services – health, contractors, 3rd sector
- Culture and new ways of working
- Supporting improved performance
- Organisational re-design and links to reward

PPMA position on Reward ...

- Pay and reward integral to:
 - Attraction and retention
 - Talent & engagement
 - New value employee proposition (EVP)

- Options
 - Segmentation v. one size fits all
 - Keep it simple v. complex but aligned to business need
 - New approaches to pay – earn back, bonuses?
 - Flexible rewards
 - Drive performance

- Raise profile of pay and reward – total reward?

- Up-skilling – HR and line managers



Final thoughts...

- Reward – develop longer term strategies
- Supporting culture shift
- Need buy-in - managers and staff need to understand ‘reward’
- More than just pay and benefits



What can PPMA offer?

- Information, e.g. policy, toolkits, case studies, research
- Links with CIPD
- Links with LGA
- Up skilling – workshops?

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