

PAY, GRADING AND REWARD AND TERMS & CONDITIONS OF SERVICE REVIEW - OUTLINE TIMETABLE

ACTION	BY WHOM	BY WHEN
Approve SMB recommended pay, grading and reward principles	Executive Committee	20 November 2013
Revised pay structure designed	Director of People & Organisational Development	December 2013
Pay related HR policy and procedure review <i>NB. Annual pay policy statement – to February 2014 CFA</i>	HR Operations Manager	End February 2014
Develop revised terms and conditions for support staff (local 'Green Book')	Director of People & Organisational Development	February 2014
Approval of revised pay, grading and reward structure and terms and conditions for support staff	Chief Fire Officer/Chief Executive Officer	March 2014
Staff communication and consultation	Director of People & Organisational Development/staff representatives	From March 2014
Implementation of revised pay and grading structure and terms and conditions for support staff, finalised post consultation	Director of People & Organisational Development	From May 2014