

Summary of HAY Inputs to the Review		
Number	Item	Outcome
Equal Pay Audit & Pay Review (HAY consultants)		
1.	Equal pay audit	<ul style="list-style-type: none"> • Authority consistent in pay practice with current pay structure when analysing gender difference • Only one grade where a difference of 3 per cent was identified; the trigger for equal pay considerations. Further analysis confirmed equal pay compliant • The current pay structure, whilst being applied consistently, may require amendment in order that it provides the Authority with the flexibility it needs going forward.
2.	Job Evaluation Training	<p>In-house Job Evaluation/Role Sizing Panel trained (13 evaluators plus the Director People and Organisational Development (P&OD) advanced refresher). It was agreed that HAY would evaluate all roles for the pay and grading structure work, with the internal panel involved at the moderation stage.</p> <p>The internal panel is already being used for minor role changes.</p> <p>Prior to this training, each new role within BMKFA was evaluated externally; for the 2010/11 Moving Forward Programme, BCC were used at a cost of £250 per role; HAY's list price per role is £500</p> <p>It is estimated that using the in-house panel will save £3 to 5K for 2014/2015 based on planned reviews.</p> <p>The Director P&OD ensures quality assurance. Head of Finance is a trained panellist and it is proposed that the Head of HR takes over the managing process, freeing up the Director P&OD for potential appeals for major restructures, for example, the Back Office Review</p>
3.	Job Evaluations	<ul style="list-style-type: none"> • All roles ranked ordered and quality assured • Annual saving to Authority of £48k if the 16 roles that have been proposed for downgrading and the three proposed to be upgraded are actioned. • HAY challenged our organisational structures as part of this process; and highlighted some anomalies; with the key ones being; management

		roles they believe to be supervisory level (Procurement, Fleet); not enough gaps between levels (Fleet); too big a gap between levels (HR, Procurement)														
4.	Market Surveys and Developed Proposed Pay Scales	<ul style="list-style-type: none"> • Demonstrated relativity of current pay scales to market* and proposed pay ranges that could meet the pay principles aspired to other than affordability, for example, move current support services staff to median pay at the proficient pay level would cost £187K. (Figures based on current establishment levels) • Proposed several options for consideration on affordability to transition from the current to the new structure, ranging from two to three years to fully implement; however these, options would only phase the £187K. • Contributed to terms and conditions review and future benefits options • Specific market and role evaluation analysis for new Director roles to support the January 2013 SMB restructure. * Market comparisons included local Milton Keynes/Buckinghamshire/Regional, South East (not London) Public Sector/Voluntary and a sample comparison within the Private Sector. 														
5.	Contribution to Organisational Change Savings	<ul style="list-style-type: none"> • 17 roles identified as anomalies have been resolved through restructuring. • There are currently four individuals on pay protection • Savings to-date: <table style="margin-left: 20px;"> <tr> <td></td> <td style="text-align: right;"><u>£1000k</u></td> </tr> <tr> <td>People & Organisational Development</td> <td style="text-align: right;">£ 100</td> </tr> <tr> <td>Key Information Systems</td> <td style="text-align: right;">£ 70</td> </tr> <tr> <td>Finance & Assets</td> <td style="text-align: right;">£ 10</td> </tr> <tr> <td>Procurement</td> <td style="text-align: right;">£ 25</td> </tr> <tr> <td>Station Administration</td> <td style="text-align: right;">£ 5</td> </tr> <tr> <td></td> <td style="text-align: right;">TOTAL £230,000</td> </tr> </table> 		<u>£1000k</u>	People & Organisational Development	£ 100	Key Information Systems	£ 70	Finance & Assets	£ 10	Procurement	£ 25	Station Administration	£ 5		TOTAL £230,000
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