

APPENDIX 1 - PAY & REWARD REVIEW: OUTLINE PROJECT PLAN

| Work Strand | Key Tasks | Lead | Jan 2015 | Feb 2015 | Mar 2015 | Apr 2015 | May 2015 | June 2015 | July 2015 | Aug 2015 | Sept 2015 | Oct 2015 | Nov 2015 | Dec 2015 | Jan 2016 | Feb 2016 | Mar 2016 | Apr 2016 |
|-----------------------------------|--|------|----------|----------|----------|----------|----------|-----------|-----------|----------|-----------|----------|----------|----------|----------|----------|----------|----------|
| JOB EVALUATION | AUTHORISATION OF NEW SCHEME BY DB | | █ | | | | | | | | | | | | | | | |
| | AUTHORISATION OF NEW SCHEME BY GENERAL SERVICES COMMITTEE | | | | █ | | | | | | | | | | | | | |
| | TRAIN HR IN NEW SCHEME | | | | | | | █ | | | | | | | | | | |
| ROLE PROFILES | NGA TO SUPPLY ROLE PROFILES & PLACE INTO JOB FAMILIES | | | █ | █ | | | | | | | | | | | | | |
| | FINALISE ROLE PROFILES | | | | █ | █ | | | | | | | | | | | | |
| | EVALUATE ROLE PROFILES | | | | | | | | █ | █ | | | | | | | | |
| | | | | | | | | | | | | | | | | | | |
| PAY & REWARD STRUCTURE | DEVELOP OPTIONS FOR NEW PAY & REWARD STRUCTURE | | | | | | | | | █ | █ | | | | | | | |
| | NEW PAY & REWARD STRUCTURE & ASSIMILATION PROCESS AUTHORISED BY DB | | | | | | | | | | | █ | | | | | | |
| | NEW PAY & REWARD STRUCTURE & ASSIMILATION PROCESS AUTHORISED BY COUNCIL | | | | | | | | | | | | █ | █ | | | | |
| | ALLOCATE GRADE & PAY RANGE TO EACH ROLE PROFILE WITHIN PAY & REWARD STRUCTURE | | | | | | | | | | | | | █ | █ | | | |
| | ALLOCATE PAY POINTS TO EMPLOYEES AND INFORM THEM | | | | | | | | | | | | | | █ | █ | | |
| | APPEALS | | | | | | | | | | | | | | | █ | █ | |
| CONSULTATION | FORMATION OF PROJECT GROUP | | | | █ | █ | | | | | | | | | | | | |
| | REGULAR PROJECT GROUP MEETINGS | | | | | █ | █ | █ | █ | █ | █ | █ | █ | █ | █ | █ | █ | █ |
| | PAY & REWARD REVIEW TO BE STANDING ITEM AT FORTNIGHTLY TRADE UNION CONSULTATION MEETINGS | | █ | █ | █ | █ | █ | █ | █ | █ | █ | █ | █ | █ | █ | █ | █ | █ |
| | PAY & REWARD REVIEW TO BE STANDING ITEM AT MONTHLY PEOPLE BOARD MEETINGS | | █ | █ | █ | █ | █ | █ | █ | █ | █ | █ | █ | █ | █ | █ | █ | █ |

Appendix ~~XX~~