



Case Study



Clients

Office of the Public Service
Commissioner Cook Islands



Challenge

Lack of reliable market data



Solution

Collecting, analysing and publishing
market data



Results

Developing a band structure for all
public servants



Client



Office of the Public Service
Commissioner Cook Islands



Cook Islands



Public sector



Challenge

The client did not have a cohesive pay structure.



Solution

Strategic Pay has been delivering major remuneration projects across the Pacific for more than 20 years. In addition, over that time, we have collected data and published remuneration surveys in a number of countries in the Pacific.

This has been an ongoing project, which has involved building internal capability through training in job evaluation and helping to create remuneration structures underpinned by the methodology. This also includes current work being done with the Cook Islands Investment Corporation which oversees all CEO's of state -owned enterprises such as utilities, the bank, the airport and port.

In order to be able to assist organisations to clarify their internal relativities, and then benchmark themselves to their selected market (especially locally), they need to be able to have access to reliable market data. The ability of Strategic Pay to collect, analyse and publish market data in a robust but user-friendly format is crucial to being able to undertake this work.