



Case Study



Client

Not for Profit Sector Organisation



Challenge

A restructure had impacted established remuneration system



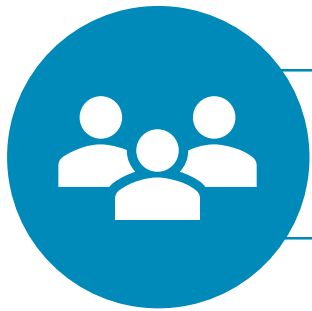
Solution

Re-establish a remuneration framework and new policy



Results

Implemented a structure that enabled fair and equitable pay decisions



Client



Not for Profit
Organisation

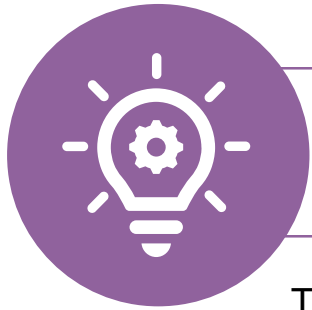


Auckland

Challenge



Strategic Pay were approached to re-establish a remuneration framework and create a new remuneration policy. A remuneration system had existed prior but restructuring in the interim had rendered many of the benchmarks obsolete. As well as needing remuneration systems aligned to the current structure in terms of job size and remuneration benchmarking, documentation supporting those systems were required for additional rigour and to detail a link between pay and performance.



Solution

The Project was led by Strategic Pay Consultant, Craig Cameron, in partnership with two of the organisation's senior managers. The project took approximately eight weeks with the two senior managers from the Not for Profit organisation required for only two meetings.

The project's steps were as follows:

- There were approximately 35 unique workplace positions needing to be 'sized'.
- After sizing each job, the existing rates of pay for all employees were tested against the external remuneration market. Any anomalies were discussed, rationalised and resolved.
- Once a midpoint in terms of pay for each job had been determined, a range around that midpoint was created. This range enabled the facility to align an incumbent's performance to a corresponding place on that range.
- The practice of job sizing, the relevant external remuneration market and the linking of performance to pay were then incorporated into a remuneration policy document.

Results



Strategic Pay developed a remuneration structure that enabled fair and equitable pay decisions, both when recruiting and at salary review time.

