



Case Study



Clients
Fijian Civil Service



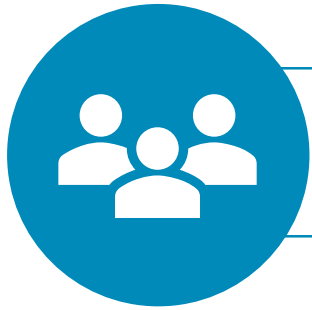
Challenge
Lack of cohesive pay structure



Solution
Development of a new common band structure



Results
Internal and external equity has been strengthened significantly



Client



Fijian Civil Service



Fiji



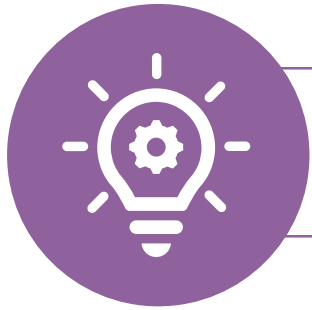
Public sector

Challenge



The client did not have a cohesive pay structure which led to Inconsistency in terms of internal or external relativities or application of remuneration data.





Solution

We developed a new common band structure and trained an initial 100 plus staff to undertake job evaluation of roles across the Civil Service. The accredited job evaluation teams then forwarded the job evaluation outcomes to steering groups for verification and sign-off.

We have subsequently trained more staff and they continue to use the data from the survey run in Fiji by the PwC Fiji office to inform their bands. Almost all departments are on the common band structure, internal and external equity has been strengthened significantly, progression within the range is more consistent, and staff are well informed as to how their pay has been set.

Results



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