

Review of Personnel Services

Informal Briefing

Thursday 4th December 2003 6 – 7.20 p.m.

Present: Councillors Roger Habgood, Cherith Simmons, Peter Waddell, Rod Pate, Linda Gillham

Tribal GWT HR Consulting: Tim Rothwell, Steve Vale

Personnel Officer: David Thomas

Steve Vale introduced the session by giving a brief overview of the project and the options available. It was essential that before more work was undertaken that Tribal gained a clear understanding of what Members wanted to achieve.

Steve reported that three useful sessions had been held earlier in the week with Directors, Unison and 40 staff and these had provided invaluable background information. It was clear that whilst certain areas such as the RBC PRP Scheme were generally felt to be in need of review, Tribal were of the view that much of what we were doing was already 'ahead of the game'.

Members were pleased to hear this and expressed the view that 'If it ain't broke don't fix it'. Following discussion of options the views that emerged were:

- A simple form of Job Evaluation should be introduced that was transparent in operation and met equal value requirements
- A system of broad grades should be introduced
- PRP element of pay to be based on both competencies and achievement of targets
- PRP rewards need to be significant

Tribal expressed satisfaction with the session and will produce a paper outlining a way forward.