

PM01 Social Housing Provider

We worked with this organisation to do a complete review of their reward offering. This resulted in us designing a new approach to defining and evaluating jobs. A new grade structure was created and the client was particularly keen to develop a link between performance and reward.

Certain elements of a performance management process were in place but it was clear to us that in its current form it could not support reward decisions.

Following detailed discussion with the executive team, line managers and a sample of the general workforce we recommended a revised approach. This retained aspects of the current process but included new elements – weightings and behaviours – to make the overall process more effective.