

R02 Airport Operating Company

This organisation had grown through acquisition and there was need to harmonise terms and conditions of employment.

The critical strand of this was to provide the organisation with the means of comparing “like with like” by helping them introduce a bespoke system of job evaluation. We did this with the full involvement of line managers and employee representatives.

At the end of the evaluation phase we prepared a full report including an analysis of pay and benefit practice for submission to the remuneration committee.

The processes we developed have now been used successfully for several years.