

R03 Import and Distribution Company

Our client is a major contributor to the food and drink sector. Concern over control of their pay budget had been increasing for some time. Issues had also been raised regarding a perceived lack of consistency across sites.

We were asked to develop a set of processes and policies that would ensure the organisation could resolve the current issues and ensure that matters could be more effectively controlled in future. We identified areas for improvement and developed a detail proposal and outline project plan for approval.

Initially we helped the organisation to analyse and describe a cross-section of roles in the business. Next we worked with a group of managers, employees and trade union officials to develop a bespoke job evaluation process that would not only produce a fair set of relativities but would also reflect the core values of the business. We then reviewed their pay and benefit practice and conducted a competitive analysis. Finally, we prepared a revised set of policies and procedures and supported the client through implementation.