

#### **R04 Voluntary Sector Organisation**

This is a high-profile organisation in the voluntary sector faced a range of issues as a result of the remuneration policies they had in place at that time.

The organisation relied heavily on its ability to recruit and retain a broad cross-section of functional specialists in a very competitive market place.

The challenge posed to us was to help them develop a bespoke job evaluation process that reflected their corporate values but where the outputs could be used to interpret salary survey data from a range of providers.

At the outset, the main trade union involved was sceptical about our ability to deliver to the specification. We worked with them initially to help them understand how our development process worked in practice and the key role they would fulfil in creating the end solution. The project then moved forward quite quickly and we developed a process that is still in use several years later.

One aspect of this is the online management tool we made available that makes it extremely easy for the client to manage their pay processes.