

Meeting	OLC Board	Agenda Item No.	6
		Paper No.	124.5
Date of meeting	15 December 2022	Time required	20 Minutes

Title	Pay Benchmarking Update
Sponsor	Debbie Wright, Head of People Strategy & Services
Status	OFFICIAL

Executive summary
<p><u>Background</u></p> <p>An update on pay benchmarking was provided to Board members at the October 2022 meeting. CELRE Consultancy Ltd were commissioned to carry out a market pay benchmarking exercise for LeO, using both national and regional comparators – this was completed for Operations roles in December 2021, with Corporate ongoing. Due to unforeseen circumstances LeO was no longer able to use CELRE for the outstanding work; an alternative benchmarking service has now been commissioned (Korn Ferry) and it was felt that, given the changes in the job market and the impact of the cost-of-living crisis, a new pay benchmarking exercise should be conducted for all roles within LeO.</p> <p>The Head of People Strategy and Services has now met with Korn Ferry and agreed timescales and approach.</p> <p><u>Process:</u></p> <p>There are 3 stages to the benchmarking process:</p> <ul style="list-style-type: none"> • Stage 1: Job evaluation of Chief Ombudsman and Chief Operating Officer roles • Stage 2: Job mapping of all other roles within LeO • Stage 3: Pay benchmarking of all roles using Korn Ferry’s benchmarking tool. <p>As part of the process HR will be required to provide contextual advice and support, and will also be responsible for undertaking stage 3 of the process.</p> <p><u>Timescales</u></p> <p>The process commenced in early November. Key job-related information on the CO and COO posts has been shared with Korn Ferry and a context meeting between Korn Ferry and the Chief Ombudsman held on 11 November.</p> <p>Once the first stage has been completed Korn Ferry will progress to the job mapping exercise for all of the other roles in LeO. Korn Ferry has advised that it is likely to take 3 to 4 weeks for phase 1 and 2 to be completed; timely completion will be subject to provision of the information required to evaluate the roles (e.g., job descriptions) and the availability of HR</p>

resource. Given its importance to employee pay and the wider piece around LeO's pay, benefits and reward offer and strategy contained within the re-prioritised People Strategy, this work will be given priority within HR. It is anticipated that the process will be completed by February 2023.

Going forward the benchmarking tool, for which we have a one-year license, will also enable benchmarking of non-pay benefits which will help inform the review of LeO's employee value proposition and total reward strategy. We will also be able to benchmark new or revised job descriptions as required.

When available the findings will be shared with Remco and Board.

Recommendation/action required

Board is asked to **note** the People Report.