

## KCR 0001 - Implementation of new pay & grading structure

Implementation of the pay & grading review presents a whole raft of potential risks to the Council. These range from lawfulness issues (e.g. meeting statutory deadlines) and financial considerations (i.e. affordability) to employee relations problems (e.g. industrial action, demoralised workforce, recruitment and retention issues etc).

	RES	CS	NS	CE	LCCS	HASS
1. Inability to retain staff	17	16	21	12	15	12
2. Inability to recruit staff	25	25	16	12	19	23
3. Industrial action	6	22	21	22	13	18
4. Decline in customer service	6	16	18	22	20	5
5. Increase staff absence	9	25	23	25	13	23
6. Reduced staff productivity	1	5	21	12	12	19
7. Inability to deliver work plan	21	4	15	18	15	18

### Resources

	Control Judgement	Movement	Current Monitor
1. Poor grading of positions could make it difficult to retain accountants	✓	↑	17
2. Poor grading of positions could make it difficult to recruit auditors	x	↑	25
7. Shared service deadlines could be missed	x	↓	21

### City Strategy

	Control Judgement	Movement	Current Monitor
1. Highways inspectors may resign	✓	↑	16
2. Inability to fill the Partnership Officer post	✓	↑	25
3. Strike action would result in closure of the offices	x	↓	22
4. Demoralised staff will not provide good customer service	x	=	16
5. Staff absense figures rise above 20%	x	=	25

### Neighbourhood Services

	Control Judgement	Movement	Current Monitor
1. Poor grading of positions could make it difficult to retain accountants	x	↑	21
2. Poor grading of positions could make it difficult to recruit auditors	x	↓	16
3. Strike action would result in closure of the offices	x	↓	21
4. Demoralised staff will not provide good customer service	x	=	18
5. Staff absense figures rise above 20%	x	=	23
6. Reduced ability to deliver same standard of services	✓	↓	21

### Chief Executives

	Control Judgement	Movement	Current Monitor
3. Strike action would result in closure of the offices	✓	↓	22
4. Demoralised staff will not provide good customer service	✓	=	22
5. Staff absense figures rise above 20%	✓	=	25
7. Shared service deadlines could be missed	✓	↓	18

### LCCS

	Control Judgement	Movement	Current Monitor
2. Inability to fill the Partnership Officer post	x	=	19
4. Demoralised staff will not provide good customer service	x	↓	20

### HASS

	Control Judgement	Movement	Current Monitor
2. Inability to fill the Partnership Officer post	✓	↑	23
3. Strike action would result in closure of the offices	✓	↓	18
5. Staff absense figures rise above 20%	✓	↓	23
6. Reduced ability to deliver same standard of services	✓	=	19
7. Shared service deadlines could be missed	✓	=	18