

**Health Professions Council
Finance and Resources Committee Meeting 27th April 2006**

Croner Reward and the Pay Process for Employees

Executive Summary and Recommendations

Introduction

In the Finance Manager's paper to the Remuneration Committee on 22nd March 2006 (Pay Review Employees – Private Paper), an issue was identified where a small minority of salary evaluations for positions by the external evaluation company used by HPC to evaluate the salary amount for all new positions, Croner Reward, were seen by HPC as not appropriate, or inaccurate, to that particular position in relation to other jobs in the market.

The Committee requested that Croner Reward be approached to discuss the criteria they use to reach their evaluations and the factors which may be contributing to such discrepancies.

Unfortunately a suitable date where all parties were available to meet prior to the Finance and Resources Committee meeting in April could not be achieved until May 5th 2006. Andrew Walker, Business Director of Croner Reward, will be meeting with Simon Leicester, Finance Manager, and Larissa Foster, Human Resources Manager. A report will be made to the Committee following this meeting.

Decision

The Council/Committee is requested to note the document. No decision is required.

Background information

None

Resource implications

None

Financial implications

None

Appendices

None

Date of paper

10th April 2006