

ECC[®]

Educational Competencies
Consortium Ltd



Reviewing and redesigning grading and pay structures: the ECC approach

© 2021



Drivers for Change in HE

- Responding to changes in employees' roles, responsibilities and ways of working following the COVID-19 pandemic.
- It is essential to maintain equality, transparency and consistency across all pay grades and occupational groups, including progression within and between grades.
- Higher Education has undergone huge transformation since the implementation of the National Framework Agreement and the introduction of the single payscale in 2006.
- Addressing the impact of current and proposed increases to National Living Wage and Real Living Wage has become a serious challenge, as this has eroded the bottom of the scale and compressed grades.
- Compliance with the EHRC (Equalities and Human Rights Commission) good practice advice that pay and grading structures should be reviewed every 4 - 5 years.



Our Solution

- + ECC has developed a simple methodology for mapping and adapting your graded pay structure, underpinned by EHRC's good practice guidance.
- + Our methodology eliminates the need for an expensive and time-consuming benchmarking exercise. It uses your evaluated role data held on your ECC Online database to make reviewing and developing your pay structure simple, efficient and cost-effective.
- + Beyond future-proofing your pay structure, our service supports you to identify equal pay risks, grade overlaps and red or green circling of roles.
- + Our approach is highly customisable, accounting for our members' different drivers and needs, to create a pay structure that works for your organisation.



How it works

Standard service

Scoping and Diagnostic

A full review of your current grading structure. We identify all risks and issues, then recommend solutions ranging from minor but important adjustments to a complete redesign where necessary.

The Workshop Programme

Future-Proofing Grading, Pay and Reward: the why and how

This four-part workshop programme is delivered by ECC Consultants with contributions from industry experts. It equips you to carry out the entire process of reviewing your graded pay structure in-house, with our support throughout.

Part 1. The drivers and scope for change

Part 2. Moving to a new graded pay structure: legal and practical considerations

Part 3. Methods for reviewing and redesigning your graded pay structure

Part 4. Future-proofing your pay and reward practices

Structure Modelling Guide

Exclusive access to ECC's comprehensive 'how to do it' guide to reviewing and developing pay structures.

Full service

Time or resource pressures may mean you prefer us to undertake the entire process for you. The project design will reflect your specific needs, but typically will comprise:

Stage 1

Gathering and preparing the data

Stage 2

Mapping the current structure to the proposed new structure

Stage 3

Assessing the gender impact and impact on the evaluated scored roles within affected grades

Stage 4

Reviewing and Redefining the Grades, including recommendations from ECC, stakeholder consultation, and support towards final decision-making

Stage 5

Implementation and follow up, including support for using ECC Online to undertake basic grade and pay modelling

Making it work for you

We understand and appreciate that each of our member organisations are different, with different drivers and diverse needs.

That's why our methodology is designed to be flexible. You can combine elements of both our Standard and Full service options to best suit your organisation.

At every stage in this process, we will always be available and on hand to provide our specialist advice and support. We can support you as much, or as little, as you need.

Benefits of the ECC Approach

- + **Quick.** We've simplified the process of reviewing and redesigning your pay and grading structure, saving you the time and labour of undertaking a full benchmarking exercise.
- + **Comprehensive.** Future-proof your pay and grading structure and assess how your redesign impacts upon pay equalities at the same time.
- + **Expert.** Make use of our extensive experience of supporting a wide range of universities, colleges and schools with grading, pay and reward activities.
- + **Trusted.** Based on EHRC's good practice guidance, we provide a reliable template for a single pay structure based on analytical job evaluation, with fewer grades, smaller bands and no overlapping grade boundaries.
- + **Flexible.** Using ECC Online our expert Consultants can work with you to create models tailored to your organisation's needs, reducing the need for costly redesign.
- + **Money-saving.** ECC's workshops and Structure Modelling Guide are free to members, with our expert consultancy available to members at our standard rates (complimentary inclusive days can be used).



“Wow, this is mind-blowing – but you have explained it very well”

- Workshop Participant

“They have given me the confidence to start the overwhelming review of our pay and grading structure – the paper has already gone to our Senior Leadership Team for discussion!”

- Workshop Participant

Educational Competencies Consortium

The Brentano Suite

Prospect House

2 Athenaeum Road

London, N20 9AE

www.ecc.ac.uk

Tel: 020 8369 5131

Email: contactus@ecc.ac.uk

 [@ecc_views](https://twitter.com/ecc_views)

© 2021

ECC[®]

Educational Competencies
Consortium Ltd

