

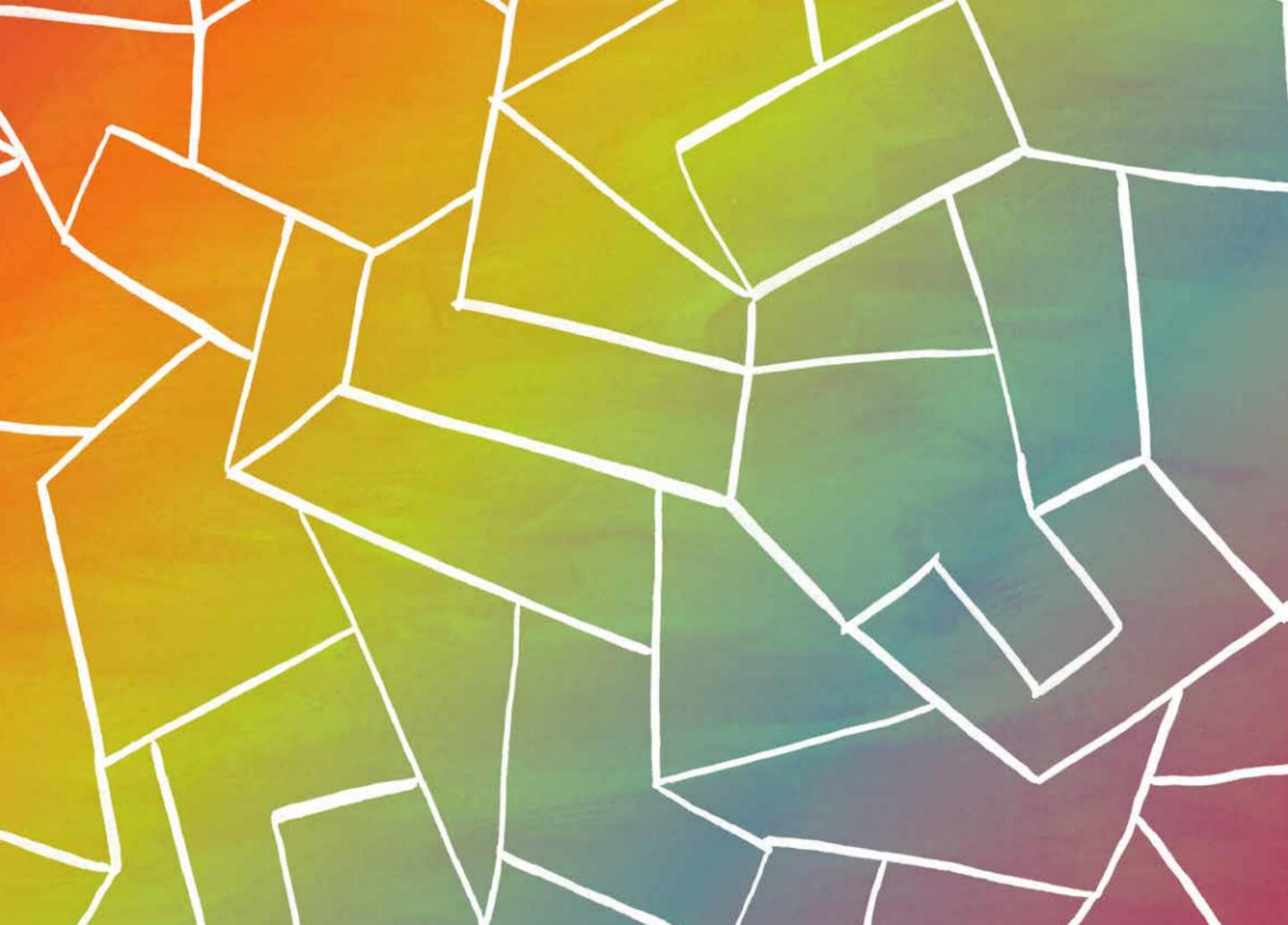


years of service excellence
for our members

ECC[®]

Educational Competencies
Consortium Ltd

Core services



ECC is the leading not-for-profit pay and reward consortium in education, working with more than 125 UK universities and colleges – that's over 75% of UK universities.

In this, our 25th year, we anticipate further growth, particularly in Further Education where we will roll out use of FEDRA role analysis to an additional 20 colleges.

The leading role analysis tools in education

ECC members have exclusive access to the very best tools available to help evaluate roles, determine pay and reward, and underpin reward strategy.

Our sector-leading schemes HERA (Higher Education Role Analysis) and FEDRA (Further Education Development and Role Analysis) have helped analyse more than 150,000 roles in 140 organisations, determining pay and grading structures for more than half a million people.

HERA/ FEDRA role analysis

ECC Online, our unique web-based software tool, gives members direct access to HERA or FEDRA with their own secure database.

It also produces management information and supports other HR tasks such as:

- Recording HESA data
- Providing HR metrics
- Managing appeals and promotions

ECC Online includes an International Pay Calculator, user guides and a competency framework supporting:

- Recruitment
- Development
- Talent management and succession planning
- Performance management



Expert Consultancy

We're experts in HR, people management, reward and organisational development. We provide long-term, effective support to our members and clients. Every member has a dedicated named consultant who gets to know your team and will work with you closely throughout the year to maximise the benefits of membership.

As well as extensive ongoing ad hoc advice and support, every member is entitled to a full day's consultancy or training each year at no charge (three days in the first year of membership), with further days provided at a subsidised member day rate.

Consultancy

Members use our consultants to support a wide range of initiatives:

- Guidance on creating generic role profiles
- Supporting role analysis implementation and review
- Verification and consistency checking of roles and role analysis processes
- Supporting strategic HR, people management and organisational development priorities
- Reviewing and revising senior pay and reward frameworks
- One-to-one training on ECC Online, and customising the system to match your requirements
- In-house training in role analysis, streamlining processes, scoring and appeal panels

Find your consultant's details, and learn more about the team at www.ecc.ac.uk.

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Training & events

Introduction to Role Analysis – ideal entry level or refresher day for role analysts, covering all the essentials of using HERA and FEDRA.

Streamlining Role Analysis – a development day for experienced role analysts, focused on streamlining local processes, exploring how to use ECC Online to best effect, and reviewing the pros and cons of using generic role profiles for role mapping.

Managing Age in the Workplace – a development day to help improve dementia awareness, develop appropriate engagement and training, and understand the latest caselaw.

Using ECC Online Reports for Job Descriptions/Person Specifications – experienced role analysts will learn how to use ECC Online reports to ensure scoring consistency, develop job descriptions, and develop and use generic role profiles.

ECC Annual Conference – our flagship event brings together leading keynote speakers, practical workshops, and the chance to network with HR colleagues from across the UK.

Labour market data

It's never been more vital to have reliable, up-to-date salary information to ensure you are paying appropriate market rates. Even more so for 'hard to fill' posts, high profile roles or international recruitment.

That's why we provide exclusive labour market data services in partnership with experts Incomes Data Research (IDR).

Labour market data



Bespoke pay and labour market analysis



A growing archive of more than 70 reports commissioned by other ECC members



A series of highly focused pay and labour market reports on hot topics such as Bonus Scheme Design, Shift Pay, London Additions and Inflation and Pay Setting



Practical workshops and events



Our International Pay Calculator available within ECC Online provides a solid base for international remuneration decisions, based on relative purchasing power in different countries, not just currency exchange rates

ECC Connecting People

As a consortium of universities and colleges, connecting people is what we do.

Network groups

Theme and location-based networks create valuable opportunities to share information, ideas and expertise.

- Northern Universities Reward Group
- Pensions Universities Group
- Scottish FE Network
- Southern Universities Reward Group

Online community

ECC's confidential JiscMail discussion group lets you share views, post queries and get swift answers to practical problems by speaking with professional HR peers in the sector. There's also an archive of posted and answered questions.

ECC team support

Our central team deals with your enquiries, runs our ECC Online helpdesk, and helps you access the information you need.

Supplier discounts

We use the bulk purchasing power of our member organisations to secure big discounts from leading HR support service providers.

The Benefits of ECC Membership

Access to our exclusive **Member Services**.

The security of HERA or FEDRA for role analysis

Designed and developed by the sector for the sector with trades union endorsement over many years. Neither HERA nor FEDRA have been found to be an ineffective Role Analysis tool by an employment tribunal, and have established credibility as the leading role analysis schemes in use in HE and FE.

Member benefits

Our Consultants expertise

Being able to tap into the expertise of our Consultants, who have supported implementation of role analysis in 140 HE and FE organisations.

The community

Being part of a community of like-minded HR colleagues across the UK, working in all types of HE and FE organisation from the largest internationally-renowned universities to the smallest specialist colleges

Not-for-profit consortium

As ECC is a not-for-profit consortium we work for the benefit of all members, protecting the consortium's intellectual property and offering opportunities for members to join our Board.

Membership
benefits

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



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