



# Salary Benchmarking and Reward Reviews

'Our senior salaries haven't kept pace with the market.' .... 'Retaining and recruiting high quality senior staff is tough.' .... 'We need to re-assess senior salaries following our re-structuring.' ... 'A salary bench-marking check prior to advertising for this top post would be useful.' ... 'I don't know if our Rewards and Benefits package is really competitive.' .... 'We're considering Performance Related Pay and Retention/Market Factor supplements, but where do we start?'

SOLACE Enterprises offers a market-leading and well-established Salary Bench-Marking and/or Rewards Review service. We've undertaken reviews for all types of Council, specialising in posts at Chief Executive, Director and Head of Service levels.

We maintain a comprehensive database of posts advertised at Chief Executive, Director and Head of Service levels, supplementing this with relevant information from the National Employers' Annual Salary Survey and from a range of other sources. We are able to show comparative salaries on a regional basis, as well as providing a commentary on the principles that determine the setting of senior salaries, together with information on the extent to which population, geography, the size of senior management teams and local factors should be taken into account.

We set all of this in the context of the key factors and trends currently influencing senior salaries in local government. If required we undertake an audit of the rewards and benefits applicable to senior staff and

compare them against relevant and current best practice elsewhere. We also offer advice on issues such as Performance Related Pay and related matters affecting the retention and recruitment of senior staff.

We can provide you with an objective, independent and rigorous analysis within a very short timescale. Our Lead Consultant is Norman Rollo, a Senior Associate who is regarded as the Company expert in this field. Norman has an HR professional background and is a former Corporate Director at Telford & Wrekin Borough Council. He has significant experience in the recruitment and selection of Chief Executives, Directors and Heads of Service and is very familiar with modern incentive and reward packages and the part they can play in attracting and retaining high calibre senior staff.

Our fees for this service will depend upon the extent of your requirements but are relatively inexpensive and very competitive. This can range from a comprehensive report along the lines described and can include visits to discuss the report and to present the report to Elected Members as appropriate.

For further information please contact the Resource Centre. You can either phone on 0845 601 0649 or email [resourcecentre@solaceenterprises.com](mailto:resourcecentre@solaceenterprises.com) To find out more about SOLACE Enterprise and our full range of consultancy services see [www.solaceenterprises.com](http://www.solaceenterprises.com)

