

Job Title Pay & Reward Assistant Grade 7

Our Vision

An innovative, ambitious and sustainable county, where everyone has the opportunity to prosper, be healthy and happy.

Our Outcomes

We want everyone in Staffordshire to:

- Have access to more good jobs and share the benefit of economic growth
- Live in thriving and sustainable communities
- Be healthier and more independent for longer

Our Values

Our People Strategy sets out what we all need to do to make Staffordshire County Council a great place to work, where people are supported to develop, flourish and contribute to our ambitious plans. Our values are at the heart of the Strategy to ensure that the focus is on what is important to the organisation and the people it serves:

- Ambitious – We are ambitious for our communities and the people of Staffordshire
- Courageous – We recognise our challenges and are prepared to make courageous decisions
- Empowering – We empower and support our people by giving them the opportunity to do their jobs well.

About the Service

People Services are responsible for the delivery of a range of People related activities including Organisational Development, Learning and Development, Employee Relations, Policy development, Reward, Resourcing, Change Management and Health, Safety and Wellbeing. People Services are also responsible for the development and delivery of the People Strategy, focusing on the four main pillars; Keeping and attracting talented People; Promoting a positive working environment; Developing skills for now and the future; and

Developing leaders for now and the future. All that we do focuses on how we will develop the right culture, support and skills to keep making a difference for Staffordshire's communities.

About the Role

The Pay & Reward Assistant is a key role in supporting the day-to-day processes of the Reward Team. The role will be responsible for activity such as assisting with the implementation of pay related changes, promoting employee benefits and improving our reward processes. This will include supporting the activity associated with reward policy such as job evaluation and help us to deliver continuous improvement within the Pay and Reward function.

Reporting Relationships

Responsible to: Pay & Reward Manager

Responsible for: NA

Key Accountabilities:

1. To support delivery of the Council's Job Evaluation scheme, policy and procedures by providing procedural advice to managers, collating information/data and ensuring records are up to date and accurate.
2. To assist with the day-to-day Reward activities by processing and responding to pay and reward queries.
3. To undertake external pay benchmarking and pay and benefit related research to support understanding and providing evidence relating to market pay information.
4. To create and analyze employee data relating to reward initiatives to assist with the implementation of new processes and service improvements.
5. Research and review staffing data and HR information sources to assist with resolution of pay queries and ensure people data is accurate.
6. Support in the management, administration and communication of the employee benefits platform to promote our offer and develop local benefits.
7. Assist with the implementation of pay awards, regrades, payroll system changes and other reward related projects to ensure timely and successful delivery.

8. Collaborate with People Service colleagues, to ensure pay processes operate effectively and correctly in support of service outcomes and objectives.
9. Ensure Equality, Diversity and Inclusion is an integral consideration within projects and everyday work.

Other Information

This post is designated a casual car user.

This post has no political restriction.

This is a hybrid role with an expectation of two days minimum in the office per week.

Professional Accountabilities:

The post holder is required to contribute to the achievement of the Council objectives through:

Financial Management

Personal accountability for delivering services efficiently, effectively, within budget and to implement any approved savings and investment allocated to the service.

People Management

Engaging with People Management policies and processes

Equalities

Ensuring that all work is completed with a commitment to equality and anti-discriminatory practice, as a minimum to standards required by legislation.

Environment

Deliver a reduction in the Councils' environmental impact through a proactive focus on key priorities to support the economy, nature and communities.

Health and Safety

Ensuring a work environment that protects people's health and safety and that promotes welfare, and which is in accordance with the Council's Health & Safety policy.

Safeguarding

Commitment to safeguarding and promoting the welfare of vulnerable groups.

The content of this Job Description and Person Specification will be reviewed on a regular basis.

Person Specification

A = Assessed at Application

I = Assessed at Interview

T = Assessed through Test

Minimum Criteria for Disability Confident Scheme *	Criteria	Measured by
	Qualifications/Professional membership Qualifications/Professional membership <ul style="list-style-type: none"> Educated to A' level or equivalent qualification / experience CPP qualified or willingness to undertake 	A A
  	Knowledge and Experience <ul style="list-style-type: none"> Understanding of employment legislation and HR policies, procedures and initiatives. Experience of providing HR or pay and reward advice and guidance within an HR Setting. Experience of working with a multidiscipline function. Experience of undertaking research and supporting improvements and changes to processes. Proficient experience in the use of Microsoft particularly Excel and ICT systems 	A/I A/I A/I A/I A/I/T
  	Skills <ul style="list-style-type: none"> Ability to undertake research, source data and information from a variety of sources. Resilient with effective planning and organisation skills with proven ability to prioritise work, meet deadlines and adapt to changing and, or competing demands. Proven communication skills; be able to effectively and confidently communicate to colleagues and customers 	A/I A/I A/I

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| <ul style="list-style-type: none"> • Ability to provide advice with confidence by drawing conclusions from available resources. | A/I |
| <ul style="list-style-type: none"> • Customer focused and able to deliver high quality outcomes with a positive approach | A/I |
| <ul style="list-style-type: none"> • Practical and logical; able to solve problems quickly | A/I |
| <ul style="list-style-type: none"> • Demonstrate a proactive approach to Continuous Professional Development | A/I |



*If a disabled person meets the criteria indicated by the Disability Confident scheme symbol and provides evidence of this on their application form, they will be guaranteed an interview. This scheme will also apply to Care Leavers and Armed Forces/Veterans.

We are proud to display the Disability Confidence Symbol, which is a recognition given by Job Centre Plus to employers who agree to meet specific requirements regarding the recruitment, employment, retention, and career development of disabled people.

If you need a copy of this information in large print, braille, another language on cassette or disc, please ask us by contacting
Talent & Resourcing Team 01785 278300