

Meeting Notes from Tautoko Network Meeting

May 2018

UNDERSTANDING REMUNERATION OPTIONS

We invited Strategic Pay to present at a Tautoko Network meeting as we had some knowledge already of the role they had played for local community organisations wishing to set pay ranges/bands. Strategic Pay provides innovative solutions to organisations for their strategic remuneration, performance development and performance improvement needs. Here's how they do that:

"We help improve your overall performance by ensuring employee effort, remuneration and rewards are closely aligned with business objectives. We work alongside you to provide a compelling proposition that attracts, retains and motivates the best people. This survey provides a credible, reliable and consistent methodology for analysing rates of employee remuneration within not for profit organisations throughout New Zealand, based on both job size and job function comparisons."

The survey uses the following parameters:

- **Number of roles:** more than 140 benchmark positions
- **Staff levels:** Executive level to support administration specific to the Not for Profit sector
- **Functions:** Administration and support; communications and information management; customer services; facilities and supply; finance and accounting; human resources; information technology; not for profit health; not for profit management (incl CEOs); policy and planning; promotion and marketing; social services; sport and recreation

And if you are interested in what the report which results from the survey looks like, here's the link: <https://www.strategicpay.co.nz/site/strategicpay/Not%20for%20Profit%20Survey%20Overview%202017.pdf>

For more information on Strategic Pay, contact wendy.mcarthur@strategicpay.co.nz.