

## LMD report for board meeting 23 November 2018

1.0 IDR have been providing ECC members an LMD service since August 2018. Feedback is very good with staff attitude/approach and timeliness of reports praised. The content of reports has been commented upon favourably although one member felt there was insufficient HEI data and that IDR did not understand their request and work is underway to supplement the information.

2.0 IDR have committed to providing the following Generic reports:

- 1.) IDR regular research report - London allowances rates report On ECC website
- 2.) IDR regular research report - 'Shift patterns and premiums' report Will be available in December 2018.
- 3.) IDR regular research report - 'Understanding report' salary surveys and pay benchmarking, gender pay, ASHE etc IDR will publish this in April 2019
- 4.) IDR regular research report - 'Bonus scheme design' guide Will be available in November 2018.IDR
- 5.) IDR regular research report - 'HR function' looking at the activities and practices of HR professionals report Will be available in January 2019.
- 6.) IDR regular research report - Typical benefits provision report – Currently being researched will be available in February 2019.

3.0 IDR have committed to providing the following Tailored reports:

1. Tailored report before 23 November - Pay planning and reward strategies for 2019 On ECC website
2. Tailored report before 7 February 2019 - 'understanding reward' guide looking e.g. understanding inflation, the different measures, forecasting, and the relationship between pay awards and inflation.
3. Tailored report before 6 June 2019 - impact of the NLW, guided by over a decade of research with employers about the impact commissioned by the Low Pay Commission.
4. Tailored report before 30 July 2019 – topic to be determined by end February 2019.

4.0 IDR also provide Monthly Pay Rise updates the first week of every month. 1<sup>st</sup> copy received by ECC and on ECC website.

### 5.0 Requests count for bespoke reports for members 1 August – 31 October 2018

Institution	Count of requests
University of the West of England	4
University for the Creative Arts	2
University of Essex	1
Heriot-Watt University	1
University of Wales Trinity Saint David	4
University of Lincoln	2
Animal Health Trust	2
University of Sunderland	1
The Courtauld Institute of Art	1

<b>Manchester Metropolitan university</b>	1
<b>Northumbria University</b>	1
<b>University of Cumbria</b>	1
<b>Edinburgh Napier University</b>	2

#### Detailed requests

<b>ID</b>	<b>Date received</b>	<b>Institution</b>	<b>Job title</b>	<b>Template or bespoke report</b>	<b>Feedback</b>
<b>ID-0001</b>	10 August 2018	University of the West of England	Senior Quantity Surveyor	Template	Thank you – it's a very helpful format.
<b>ID-0002</b>	10 August 2018	University of the West of England	BIM Technician	Template	
<b>ID-0003</b>	10 August 2018	University of the West of England	Executive Chef	Bespoke	
<b>ID-0004</b>	14 August 2018	University for the Creative Arts	Director of Business School	Template	
<b>ID-0005</b>	16 August 2018	University of Essex	Director of Communications	Template	Thank you for this report which has a good level of detail and plenty of relevant comparators. I have passed it to my colleagues who are currently assessing the salary for our internal role.
<b>ID-0006</b>	22 August 2018	Heriot-Watt University	Information Systems Project Director	Template	That is very helpful.
<b>ID-0007</b>	23 August 2018	University of Wales Trinity Saint David	European Project Administrator	Template	
<b>ID-0008</b>	23 August 2018	University of Wales Trinity Saint David	Disability Adviser	Template	
<b>ID-0009</b>	29 August 2018	University of Wales Trinity Saint David	Nursery Assistant	Template	
<b>ID-0010</b>	05 September 2018	University of Lincoln	Head of Communications, Development	Template	

			t and Marketing		
<b>ID-0011</b>	10 September 2018	University of Lincoln	Vice Chancellor's Business Manager	Template	That is fantastic Claire and I am really liking the quality and layout of the new reports.
<b>ID-0012</b>	17/09/2018 12:15:00	University of Wales Trinity Saint David	Lecturer in Automotive Engineering	Template	
<b>ID-0013</b>	24 September 2018	Animal Health Trust	Lab Technician	Template	Requested and has been sent further information about our level 5 and a role profile for the NHS lab tech.
<b>ID-0014</b>	24 September 2018	Animal Health Trust	Research Assistant	Template	
<b>ID-0015</b>	03 October 2018	University of the West of England	BIM Manager	Template	
<b>ID-0016</b>	08/10/2018 13:13:02	University of Sunderland	Senior Solicitor	Template	
<b>ID-0017</b>	15 October 2018	The Courtauld Institute of Art	Head of Information Services, Systems, and Technology	Template	
<b>ID-0018</b>	17 October 2018	Manchester Metropolitan university	Technical Services Manager	Template	Further info to be supplied by IDR
<b>ID-0019</b>	02 November 2018	Northumbria University	Head of Catering, Conferencing and Events	Template	
<b>ID-0020</b>	24 October 2018	University for the Creative Arts	Solicitor (in-house)	Template	
<b>ID-0021</b>	26 October 2018	University of Cumbria	Plumbing and Heating Engineer	Template	
<b>ID-0022</b>	13 November 2018	Edinburgh Napier University	Lecturer in Nursing	Template	
<b>ID-0023</b>	13 November 2018	Edinburgh Napier University	Senior Lecturer in Nursing	Template	

A full catalogue of the reports can be found here:

<https://www.dropbox.com/sh/by32er53jz950xy/AABrokVNreyWfA2OPBS7cvI9a?dl=0>