

Comparison of both schemes

	Hays	LGA
Scheme	Know-How, Problem Solving, Accountability	Knowledge, Analysis and Planning, Impact and Effect of end results
	Well established scheme	New scheme
Roles covered by scheme:	All roles and levels of posts	Chief Officer level only
Current grading scheme	Yes	No
Comparisons with current scheme for HoS	Yes (as already Hays)	No (new evaluations using LGA, although comparisons could be made)
Consistency of approach with lower grades	Yes	No
EHC HR staff trained in scheme	Yes	No
Knowledge	public and private	Bespoke to LG chief officers roles
Supported by EHC Unison	Yes	No
Used by NHDC, SBC	Yes (NHDC only)	No
Ability to move to alignment in shared services	NHDC uses Hays for all levels	Scheme not currently used
Market benchmarking provided	Yes regional and national data	Yes regional and national data
Comparisons with local authorities	Yes	Yes
Cost	Approx £8,695	Approx £4K