



Public Sector Compensation in Times of Austerity

OECD Organisation for Economic Co-operation and Development

Download now

[Click here](#) if your download doesn't start automatically

Public Sector Compensation in Times of Austerity

OECD Organisation for Economic Co-operation and Development

Public Sector Compensation in Times of Austerity OECD Organisation for Economic Co-operation and Development

Austerity drives are leading governments to reduce operational cuts through the wage bill and staffing levels. A big lesson from past experience suggests that when pay cuts and freezes are necessary, it is essential to assess the savings relative to the costs the loss of institutional knowledge if key contributors retire or resign, the time lost by managers and employees who have to deal with the issues related to vacancies and reorganizations, the lost productivity while people acquire new skills and learn new jobs, and the falloff in performance among employees who become discouraged or unsatisfied. This assessment does not appear to have taken place in the current crisis.

This report argues that any new approaches to public sector pay must help to: enhance external competitiveness of salaries; promote internal equity throughout the public sector; reflect the values of public organisations; and align compensation with governments core strategic objectives. It calls for a recognition of the supply and demand for specific expertise.

Table of Content :

Preface

Executive summary

Chapter 1. Current trends in the compensation of public employees in OECD countries

- Introduction
- The fiscal consolidation imperative
- Plans to reduce payroll and labour costs
- Comparing compensation in selected public sector occupations
- Compensation cuts may produce workforce management challenges
- Conclusions
- References

Chapter 2. Public sector compensation management in a changing world

- Introduction
- Government compensation programmes are at a crossroads
- The purpose of compensation
- Controlling payroll costs is key to managing the total compensation package
- Developing accurate job descriptions to establish appropriate salary levels
- Balancing internal and market considerations
- The growth of knowledge jobs has led to greater individualised pay
- Downsizing, restructuring and salary management
- Best practices in compensation management
- Conclusions
- References

Chapter 3. Managing Compensation in a post New Public Management era

-Introduction

The need for change in compensation management

-The use of pay bands to manage salaries

-The highest hurdle transitioning successfully to performance-related pay

-The new importance of the market factor in retaining talent

-Compensating public managers effectively

-Pay and gender equity

-Conclusions

-References

Chapter 4. Policies and practices governing public sector compensation planning

-Introduction

-The compensation data available

-Collective bargaining and salary planning

-Considerations in using labour market surveys to inform salary planning

-Concerns in using inflation data to adjust salaries

-How to allocate amounts for salary adjustments

-Planning and managing additional payments: allowances and bonuses

-Setting the stage for total rewards management

-Conclusions

-References

Chapter 5. Key considerations in reforming the government compensation system

-References

Annex A. Extent of union involvement in HRM issues and sources of financial support, 2010

Annex B. Salary negotiations and determination of pay, 2010

 [Download Public Sector Compensation in Times of Austerity ...pdf](#)

 [Read Online Public Sector Compensation in Times of Austerity ...pdf](#)

Download and Read Free Online Public Sector Compensation in Times of Austerity OECD Organisation for Economic Co-operation and Development

From reader reviews:

Kelly Watson:

Your reading 6th sense will not betray a person, why because this Public Sector Compensation in Times of Austerity e-book written by well-known writer we are excited for well how to make book that could be understand by anyone who else read the book. Written within good manner for you, dripping every ideas and creating skill only for eliminate your hunger then you still doubt Public Sector Compensation in Times of Austerity as good book not just by the cover but also from the content. This is one guide that can break don't ascertain book by its protect, so do you still needing an additional sixth sense to pick that!? Oh come on your reading through sixth sense already alerted you so why you have to listening to another sixth sense.

Earl Austin:

In this period of time globalization it is important to someone to acquire information. The information will make professionals understand the condition of the world. The condition of the world makes the information much easier to share. You can find a lot of referrals to get information example: internet, classifieds, book, and soon. You can view that now, a lot of publisher that print many kinds of book. The actual book that recommended to you personally is Public Sector Compensation in Times of Austerity this book consist a lot of the information with the condition of this world now. This particular book was represented so why is the world has grown up. The terminology styles that writer value to explain it is easy to understand. The writer made some analysis when he makes this book. Honestly, that is why this book ideal all of you.

Wayne Queen:

Don't be worry when you are afraid that this book can filled the space in your house, you will get it in e-book technique, more simple and reachable. This Public Sector Compensation in Times of Austerity can give you a lot of good friends because by you investigating this one book you have factor that they don't and make anyone more like an interesting person. This specific book can be one of a step for you to get success. This book offer you information that might be your friend doesn't understand, by knowing more than different make you to be great persons. So , why hesitate? Let us have Public Sector Compensation in Times of Austerity.

Yong Dickerson:

A lot of reserve has printed but it takes a different approach. You can get it by net on social media. You can choose the most effective book for you, science, comic, novel, or whatever through searching from it. It is referred to as of book Public Sector Compensation in Times of Austerity. You can add your knowledge by it. Without causing the printed book, it might add your knowledge and make anyone happier to read. It is most important that, you must aware about reserve. It can bring you from one location to other place.

Download and Read Online Public Sector Compensation in Times of Austerity OECD Organisation for Economic Co-operation and Development #V1GBK869F4Y

Read Public Sector Compensation in Times of Austerity by OECD Organisation for Economic Co-operation and Development for online ebook

Public Sector Compensation in Times of Austerity by OECD Organisation for Economic Co-operation and Development Free PDF d0wnl0ad, audio books, books to read, good books to read, cheap books, good books, online books, books online, book reviews epub, read books online, books to read online, online library, greatbooks to read, PDF best books to read, top books to read Public Sector Compensation in Times of Austerity by OECD Organisation for Economic Co-operation and Development books to read online.

Online Public Sector Compensation in Times of Austerity by OECD Organisation for Economic Co-operation and Development ebook PDF download

Public Sector Compensation in Times of Austerity by OECD Organisation for Economic Co-operation and Development Doc

Public Sector Compensation in Times of Austerity by OECD Organisation for Economic Co-operation and Development Mobipocket

Public Sector Compensation in Times of Austerity by OECD Organisation for Economic Co-operation and Development EPub