

## New banking collective bargaining agreement (CBA)

Are you ready ?

## 4 steps you should think about

— Are you familiar with the new methodology?

- Do you have a good understanding of each criteria?
- Do you have sufficient knowledge on how to organise workshops?
- Do you know who should take part in the grading workshop?
- Job grading 2
  - Communication

Job descriptions

— Does the position fall under the CBA?

Do you have job descriptions for all your positions?
Are all of your job descriptions up-to-date?

Do all of your job descriptions accurately describe the job and include all the necessary details?

- Do you know how to manage communication on a project like this?

01/01/2020

- What can be communicated? How? To whom? When?
- Are you able to deal with employees questions and any misunderstandings?



- Are you ready to position each employee in the remuneration structure based on collaborator's experience ?
- Are you fully informed as to the impact on salaries and the related cost for the bank?

## Customised KPMG services fully adaptable to your structure

How can KPMG support you in this journey?

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Job descriptions	Job grading	Communication	Remuneration
As-is analysis of job descriptions	Definition of scope (functions IN / OUT of the CBA)	Draft of communication plan and / or supports	Support in the positioning of employees in remuneration structure
Creation of job descriptions	Organisation of job grading workshops	Organisation / facilitation of information sessions	Support / coaching in managing sensitive situations
Quality review of existing job descriptions	Consistency review of the grading exercise	Organisation / facilitation of training sessions	R
Global consistency review of job descriptions and harmonisation of job titles			
Project management			

## Contact



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