



# The advantages of HERA and FEDRA for role analysis

**ECC**<sup>®</sup>

Educational Competencies  
Consortium Ltd

## Why choose HERA or FEDRA?

HERA (Higher Education Role Analysis) and FEDRA (Further Education Development and Role Analysis) were developed specially for the higher and further education sectors. Although other job evaluation tools have been tweaked or adjusted for Higher or Further Education, none were specifically designed to cover the wide range of jobs and roles found in education.

HERA and FEDRA are designed specifically to take into consideration teaching, learning, research and academic administrative roles.

No other schemes are as uniquely tailored for role analysis in higher and further education.

## The leading role analysis scheme

HERA has been the leading scheme among HE institutions for over a decade, and is used by 75% of UK universities.

Together, HERA and FEDRA have helped analyse more than 150,000 roles in HE and FE, determining pay and grading structures for at least half a million people.

## Sector-led design

Unlike other job evaluation schemes, HERA was designed 'by the sector for the sector', following a feasibility study in 1995 with input from 70 HE organisations. Major trade unions were also involved in its development and continue to support HERA too, due to its representation of staff across all groups within the HE workforce.

FEDRA has been similarly designed in close partnership with FE colleges.

## **Supporting equality**

HERA and FEDRA provide a robust method of comparing and contrasting roles, ensuring compliance with the 1970 Equal Pay Act and the 2010 Equality Act.

They help organisations avoid potential bias in the design and sizing of roles inherent in some other schemes, as they don't make assumptions about levels of responsibility and accountability.

## **A fresh and modern tool**

HERA and FEDRA remain current and are regularly refreshed to keep content relevant and up to date. A recent evaluation confirmed that no significant changes were required to the structure, wording or scoring of the scheme.

## **More than just job evaluation**

HERA and FEDRA have always been about more than 'just' sizing a role to determine grade or pay. Since ECC was formed, our aim has been to provide comprehensive business insights into the nature, shape and structure of work in higher and further education.

HERA and FEDRA are unique. They enable organisations to shape and size roles for job evaluation and to use data insights to influence and affect performance, development and talent management. They directly link the outputs of role analysis to make 'joined-up' decisions about people and talent management practice.

# About ECC

We're a not-for-profit consortium of more than 120 universities and colleges from across the UK, and we've developed sector-leading products based on role analysis methodology.

As well as covering the full breadth and depth of roles across organisations, our approach is designed to ensure compliance with diversity legislation.

To find out more, get in touch with your consultant or call us on **020 7430 8368**.

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