

Reward



Getting reward right is critical in order to enable an organisation to recruit, retain and grow its people, reinforce its values and obtain value for money from its investment in people.

The management challenge

“We asked Agenda to give us an independent view of the appropriate market salaries for our senior management group. They researched our particular market and gave us a clear analysis and advice on packages and the rationale behind different approaches so that the Board could very readily recognise and implement the best solution for us. They responded in a comprehensive and timely way that gave us exactly what we needed.”

Lynda Howe, Chair, The Pensions Trust

“We felt that our long established reward policy resulted in us having uncompetitive pay. Agenda appraised our remuneration arrangements and benchmarked all our jobs. This has resulted in us making a number of changes. We worked extremely well with Agenda Consulting. In particular their response time to specific queries (usually carrying employee relations issues) was excellent. We are now working with them design a new salary structure and approach to job evaluation.”

John Norton, Head of People and Development, UNICEF UK

Common issues that our clients face include:

- Balancing equality and fairness with the need for flexibility in different job markets
- How to evolve reward to reflect a stronger sense of performance and accountability
- Old salary and grade structures which no longer support new strategy and desired culture
- Lack of clarity about how much to pay key staff
- Concern that pay levels are no longer competitive for some staff
- Concern that the reward arrangements are no longer affordable
- Inability to recognise and reward individual contribution
- A desire to be more creative with reward and recognition within a limited budget.

How we help

We work with organisations in a number of ways:

Setting Direction

- Position reward as part of wider organisational strategies
- Undertake reward review/audit
- Benchmark pay and benefits against relevant markets
- Develop reward policy and strategy
- Conduct equal pay audit

Communications

Key benefits

Designing reward arrangements that address these issues will:

- Provide the ability to recruit people with the skills you need
- Retain and grow your people
- Enhance your employment proposition
- Reinforce your desired culture and values
- Focus your people on the achievement of business goals
- Enable the organisation to deliver higher levels of performance
- Ensure that you obtain value for money from your investment in people.

Our approach and offer

We see reward as a critical process and that changes to reward be championed by senior management.

We offer:

- A flexible approach with our input designed to meet your needs and build your team's capacity
- Substantial experience of helping organisations develop their reward arrangements successfully
- A strategic approach which starts with a clear understanding of your goals and the key issues you are facing
- Total reward methodology which recognises that your people value non-financial aspects as well as pay and benefits
- Ability to consult effectively with staff, managers and senior management
- Technical expertise in job evaluation, grade structures, pay design and modelling and benefits
- Organisational skills to support planning, communications and implementation.

Design

- Pay and grading structures
- Progression arrangements
- Changes to appraisal process and any other key processes
- New approach to job evaluation
- Financial modelling

Implementation

- Plan
- Mobilise resources
- Clarify responsibilities
- Build capacity
- Monitor impact

Support effective communications throughout



We are an HR management consultancy that helps organisations to improve their people management.

As well as reward, organisations benefit from our expertise in:

- Employee surveys
- HR strategy and effectiveness
- Organisational change.

We also run HR and finance benchmarking studies and events in the Insurance, Law and Third Sector.

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“Agenda provided us with all the help we needed to benchmark against our key competitors. They coached and advised us to help build our own capability and skills in managing our reward policies. Agenda made available a mixture of professional advice and hands-on help to meet our needs within our budget.”

Guy Pink, HR Director, Addaction.