

## **R01 Membership and Regulatory Body**

We were engaged to undertake a review of our client's entire reward offering. The key drivers for this were concerns over levels of employee satisfaction with current provision and a desire to ensure that the reward package aligned with organisation values and strategic goals.

The project began with a full review of policies, processes and analysis of current pay practice. Employees and line managers were also invited to provide an insight into how the reward package was perceived and how well the current approach to performance management contributed to perceptions.

It became clear that the organisation required a reward and recognition strategy to provide a framework for reviewing policies and redesigning reward structures and processes. We defined a Total Reward strategy and described the elements of a reward system that had to be put in place. This included moving the organisation away from job evaluation to job families; redesigning pay, creating a clearer link between reward and recognition and streamlining processes to reduce reliance on external consultants.