

REWARD OFFERING

The first question one should ask about reward, is why we want to reward people, rather than what or how we wish to reward them. Reward for the sake of reward, or to keep up with the market, has very little to do with real reward practice. Rather, all our reward schemes should be integrated, and aligned with the strategic objectives of the company.

The 360People reward practice therefore begins with a methodology to facilitate a session with the client executive in order to roll down those critical achievements required if the strategy is to be successful, that can be directly impacted on by people. The process is called a “Strategy Roll Down” and usually results in a Reward Philosophy and Strategy, which can be integrated into a broader Human Resources Strategy.

The Reward Philosophy and Strategy becomes the foundation upon which we can ensure the mixed bag of Guaranteed Pay and Benefits, Incentives, Long Term Incentives, Share Schemes, Personal Growth Opportunity, and ad hoc recognition schemes are correctly designed, each scheme’s unique strengths being utilised to the maximum to target employee’s are focused on current, annual, medium and long term results.

Once the reward framework is in place, the individual elements can be seen in context, and as part of a whole reward approach, rather than a particular element, such as a share scheme, totally consuming the attention of the company.

360People offers the following elements and/ or support technologies to ensure a fully rounded and mature view of your reward approach:

- Base Pay and Guaranteed Pay design and advice
- Market related reward recommendations based on our Market surveys and remuneration databases.
- Increase management
- Performance Linked Reward, and Increase Management
- Career linked Reward
- Remuneration of specialised and / or scarce skills
- Short Term Incentives / Bonus Schemes
- Medium and Long Term Incentives (Including, but not limited to, Share Schemes)
- Ad Hoc Recognition Schemes.
- Job Analysis and Description Writing
- Job Evaluation
- Pay Grade Structuring and Remuneration Policy Manual development.

All our major interventions are integrated to ensure a unified and properly targeted reward practice that will allow our clients to maximise on the potential of their people to meet and exceed strategically aligned expectations.

