

## What is Reward Strategy?

- In return for their commitment, employees expect financial rewards such as salary, fringe benefits, bonuses or share options.
- They also seek other forms of reward such as recognition of competence, achievement, responsibility, influence and personal development.
- The challenge is to get the balance right.

## We can help you to...

- Attract, retain and motivate staff of the right calibre;
- Identify superior performance and decide what to pay for it;
- Offer the right fringe benefits; and
- Keep your pay bill under control.

## Our expertise enables you to...

- Measure market rates and how they affect your pay;
- Address equal pay through pay structures and administrative processes; and
- Differentiate between:
  - Pay and reward, and how to use their differences strategically; and
  - Paying for contribution, performance or competency.

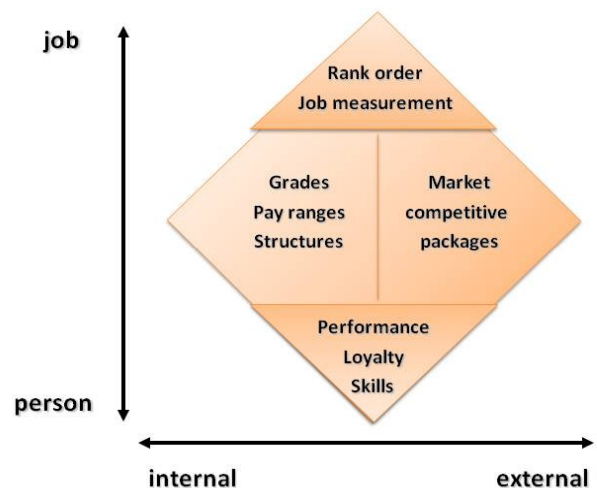
*“The integrity and experience of the Ways consultant was paramount. His work was always on time and to a high standard.”*

**Jenny Topham**

**Head of Operations, TPAS**

## The process

- **Research**  
Collect and review background information; establish what is or isn't working and possible solutions. Typically involves 1:1 interviews, questionnaires and surveys, focus groups.
- **Design**  
Analyse the research information; evaluate solutions. This involves interactive workshops. Outcome: to propose a set of solutions for implementation.
- **Implementation**  
Communicate and introduce new policies and procedures.



Getting pay right

Your Reward,  
Development &  
Performance Partner

- Assessment & Development
- Career Management
- Coaching
- Competency Based Interviewing
- Competency Frameworks
- Customer Satisfaction
- Employee Engagement
- Equal Value Compliant Pay
- Independent Job Evaluation
- Job Family Modelling
- Leadership Development
- Outplacement
- Performance Management
- Recruitment Management
- Reward Strategy
- Salary Benchmarking

## For more information on Reward Strategy:

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