



Personal  
Group

Part of the PG family



# REWARD ON DEMAND

TAP INTO ON-DEMAND REWARD  
RESOURCE RETAINING OUR SUPPORT

**INNECTO**

REWARD CONSULTING

The UK's largest independent pay & reward consultancy



## INTRODUCTION

# BE IN CONTROL OF WHERE YOU NEED SUPPORT

In the constantly evolving world of Reward and HR, dealing with the demands and expectations of both business leaders and employees can be a real challenge. It's difficult to keep up with the ever-changing landscape of Reward, and maintaining consistency can be an uphill battle. Additionally, it's not always easy to find the right resources or enough time in the day to tackle everything on your Reward to-do list. It's important to make sure that your reward programs are making the desired impact, and not having access to the necessary resources and toolkits can slow down progress.

At Innecto, we understand these challenges all too well. With over 2 decades of experience in designing and delivering reward programs, we know that ongoing support is key. That's why we offer a flexible Reward On Demand Retainer Service that doesn't require a commitment to large-scale projects. Our service is agile and can be tailored to your specific needs and budget. We can provide an extra pair of hands when you need them most, whether it's technical reward support, maintenance on existing reward systems, auditing effectiveness, iterative improvements, or access to a library of resources and tools.



## SCOPE OF SERVICES

# PROVIDING YOU WITH A FULL RANGE OF SUPPORT

It is up to users of Reward on Demand to decide how the budget is spent, but typically our retained services cover everything from training and coaching, through to policy review and ad hoc benchmarking.

### Training and Coaching on Reward Initiatives

We offer tailored training sessions, whether on a one-to-one basis or for wider teams, focused on how to approach and implement reward initiatives effectively.

Our reward coaching seminars cover all aspects of the reward lifecycle, providing in-depth knowledge and practical skills.

We also deliver technical reward insights and ongoing training to empower your HR or Reward team, including:

- Remuneration Committee coaching
- Gender pay and equal pay analysis
- Pay benchmarking techniques
- Managing the annual pay review.

### Support Services

- Ad hoc job matching and pay benchmarking (using our in-house database)
- Reviewing gender or ethnicity pay data
- Job evaluation on an ad hoc basis
- Light-touch reward audits

- Ongoing economic and competitor research
- Maintenance and minor adjustments to pay frameworks
- Ongoing management and modelling of ad hoc pay.

### Policy

Reward Policy Alignment - Assessing the alignment of your reward policies with business objectives and market standards to ensure competitiveness and fairness.

Internal Policy Review - Evaluating the effectiveness of your current reward policies and identifying opportunities for improvement to drive employee engagement and retention.

Communication Planning - Assisting with clear and transparent communication of reward policy changes to employees, fostering understanding and acceptance.

### Consultancy Services

- Regular consulting sessions
- Emergency consulting support (e.g. executive pay, benchmarking, pay review, communications)
- Ad hoc job matching for new roles added throughout the year
- Small, one-off exercises outside the scope of larger projects.

## HOW IT WORKS

# ENABLE FREEDOM AND AGILITY OF RESOURCES

Reward on Demand bundles offer flexible consultancy support with the convenience of discounted pricing. Available for up to one year from the date of purchase, these bundles ensure access to high-quality reward expertise when you need it.

Please note: bundles do not cover travel time or expenses.

- **Flexible, Prepaid Support:** Bundles are purchased in advance and used as needed, offering flexibility for periods of higher demand, such as during the annual pay review, across our full range of services.
- **Efficient Allocation:** The bundles can be used for support from a Client Director, Reward Consultant, or Senior Analyst. Budget can be optimized by utilizing Reward Analysts for tasks where appropriate.
- **Task Escalation:** If a task cannot be completed by an Analyst or Reward Consultant, it will be escalated to a higher level of expertise.
- **Adaptable Budgeting:** Monthly usage can fluctuate, allowing you to spend more in one month and less in another, providing budget flexibility throughout the year.
- **Additional Bundles:** If you require more support, you can purchase additional bundles at any time.
- **Budget Transparency:** The expected budget for each task will be confirmed in advance, excluding the initial discussion.
- **Tracking and Reporting:** You'll receive a monthly Reward on Demand Tracker sheet to monitor activity and a summary of usage. We will proactively remind you to make use of your bundle before it expires.

### Director

#### Typically deals with

Rem Comm coaching, attendance, Consulting sessions or Stakeholder workshops

### Senior Consultant

#### Typically deals with

Advice on e.g. Scheme design, Reward strategy, Development of policy / reward communication

### Reward Consultant

#### Typically deals with

Advice on e.g. Pay policies, Proposed changes to existing schemes

### Reward Analyst

#### Typically deals with

Exploration of new options, Research or ad-hoc benchmarking



YOUR INVESTMENT

## FLEXIBLE BUNDLES TO SUIT EVERY NEED

Bundles can be used for any role level and can be allocated flexibly across different levels of resource, or focused on a single level according to your needs. Each bundle provides a 5% discount on standard consulting fees.

We maintain a transparent fee and charging structure. Any additional bundles or work outside the agreed scope will be quoted separately and must be approved in advance before any work begins. In addition to these fees, we charge for expenses at cost (such as travel, subsistence, and external data surveys), along with VAT. A set of terms and conditions will be agreed upon before commencing work.

Our bundles offer flexibility, ranging from just a few hours of support per week to more comprehensive packages, depending on your requirements. We will tailor a bespoke solution to meet your specific needs.

CREDIBLE PARTNER

# OUR CLIENTS MAKE US SPECIAL

**We are proud to say that we are some of the best consultants in the industry.**

Our approach involves combining consultancy with digital tools to ensure that we deliver real improvements for our clients. Our consultants have extensive experience in-house in HR and Reward, and when you add that to their experience of working on client projects across all sectors, it means that we can better understand what each client needs.

We work closely with clients to develop an approach and plan that is inclusive and adds value. Our values and the way we work with clients have helped us build an excellent reputation. This reputation means our clients return to us for our services, and we have a high level of recommendations.

We provide practical, yet innovative solutions for the organisations we work with, which enable them to realise their people strategies and reward objectives. Ultimately, this provides them with a platform to differentiate themselves from their competitors. We offer consulting services covering various reward programs such as bonus schemes, pay structures, benefits reviews, and digital tools, that cover job evaluation, pay, and bonus modelling and salary analysis, that enable our clients to get even more value from their projects.

Our structure and approach mean that we can provide any level of service our clients require, from expert advice on large-scale projects to providing additional specialist resources to get things done and alongside being part of Personal Group Plc we have the scale to support all organisations.



# CLIENT TESTIMONIALS



Prince's Trust

"We have a long-standing partnership with Innecto, and for good reason - they really promote collaborative working and consistently provide us with exceptional service. The team at Innecto understand the unique challenges charities face, and helped us clarify our strategic intentions by creating frameworks that meet our needs without being overly complicated."

**Human Resources Director, Princes Trust**



"Innecto has recently helped us consider options for a redesign of our pay structure. Not only have they thoroughly validated our benchmarking data through this exercise, but they created several innovative scenarios and modelled each one in detail to establish a workable solution that meets our needs. Their insights and broad industry expertise were expertly applied to our particular museum sector, reflecting our unique position and helped us to develop the ideal solution for the specific challenges we were facing."

**Judy Roberts, Head of HR, The Victoria and Albert Museum**



"Innecto quickly understood the challenges faced by the Wave Utilities Board in relation to the existing reward packages for the business leadership team and developed alternatives for consideration. Benchmark data was purchased and used for full modelling of the final recommendation. Working with Innecto's team was very straightforward as they set out their activity timeline and delivered everything in line with the plan. They are approachable and easy to work with and I would not hesitate to recommend them to another organisation looking to review and improve their leadership team reward structure."

**Lucy Darch, CEO of Wave Utilities**

Shaftesbury

"Put simply, working with Innecto made life easier for us. The project ran smoothly, and it was apparent from the outset that we were working with a team of experienced specialists who recognised the challenges we were looking to address. The recommendations given to us by Innecto were clear and straightforward, and enabled us to create the clarity we needed around our employee proposition."

**Victoria Hodges, HR Consultant, Shaftesbury**



"Our goal was to develop a new simple pay architecture but were finding many of the frameworks offered by the larger agencies were too complex and didn't truly fit our needs. Our biggest challenge has been to reflect the diverse nature of the Trust and create a simple reward solution that meets the needs of all members of staff and feels fair. Innecto's innovative, nimble and agile approach has enabled us to create a solution that acknowledges we are One Wellcome, but also recognises our different cultural footprints, and we are now in the process of implementing and communicating this with Innecto's guidance. The breadth of experience and pragmatic approach of the Innecto team made them the perfect partner for us, and enabled us to reach the outcome we required."

**Jean-Christophe Fonfreyde, Head of Reward, Wellcome Trust**

REWARD STRATEGY | INTERNATIONAL REWARD  
EXECUTIVE COMPENSATION  
EMPLOYEE ENGAGEMENT | PAY BENCHMARKING  
GENDER PAY AUDIT & CONSULTING  
JOB EVALUATION | REWARD COMMUNICATIONS  
PAY FRAMEWORKS | VARIABLE PAY | SALES BONUS  
REMUNERATION COMMITTEE SUPPORT  
BENEFIT AUDIT & DESIGN | PERFORMANCE MANAGEMENT

 [www.innecto.com](http://www.innecto.com)  
 +44 (0)20 3457 0894  
 [enquiries@innecto.com](mailto:enquiries@innecto.com)  
 @InnectoReward  
 Innecto Reward Consulting

**INNECTO**  
REWARD CONSULTING

 **Personal  
Group**  
Part of the PG family