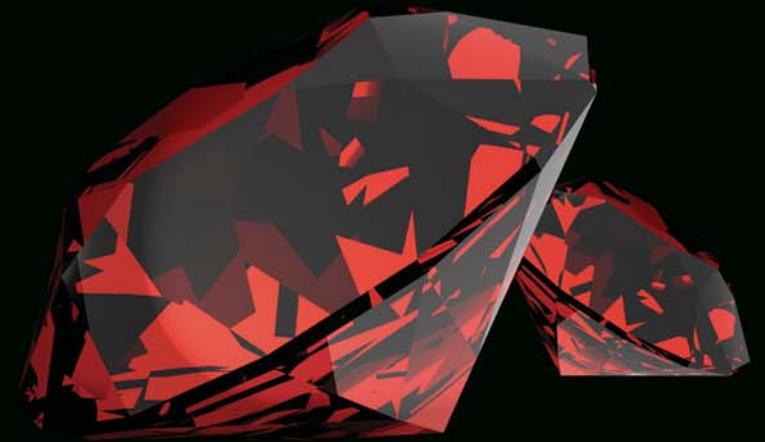


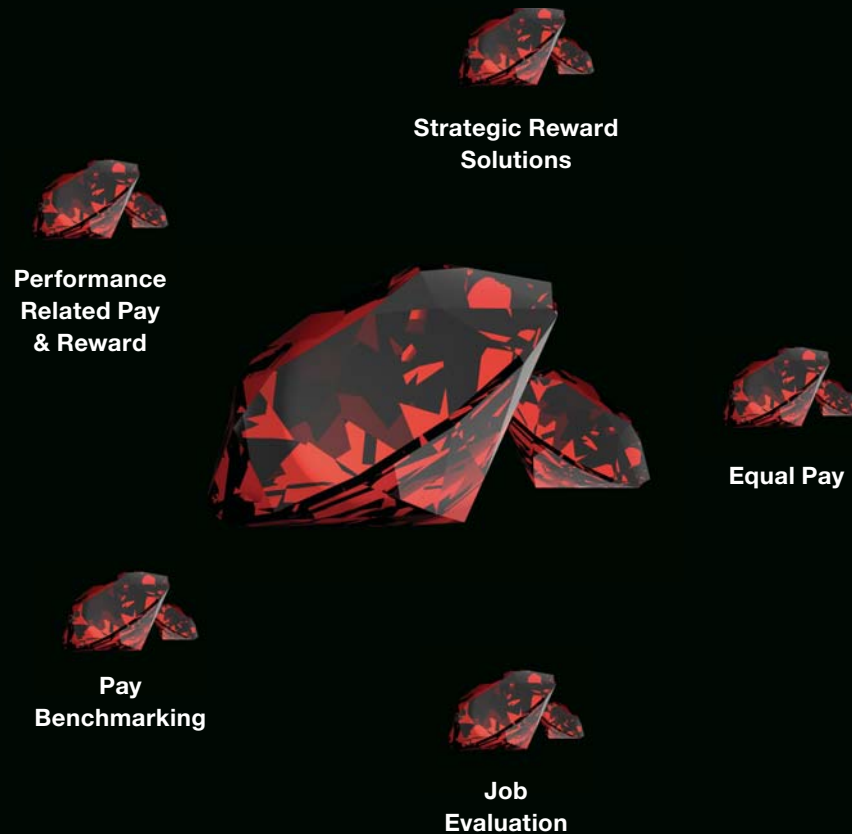
Insight Reward
RUBY
total reward solutions



insight human
resource &
management
consultancy

Insight

Insight Reward RUBY



Introduction

Having the right reward solutions differentiates you from your competitors. The right reward approach will drive commercial success and enable your organisation to become an 'employer of choice', attracting and retaining the talent you need to succeed in the current economic climate.

Whilst we at Insight are always aware of current best practice, we also understand that best fit is more important. We will work with you to create and implement a truly bespoke reward solution which meets both your current and future aspirations.

Insight Ruby is a suite of tailored reward solutions that can be employed independently, or as part of an integrated reward approach, to drive business performance and promote employee engagement.





lifting reward
to the next level

Strategic Reward Solutions

Ensuring that your reward strategy integrates with your wider business and HR strategies is key to the achievement of business goals whilst meeting stakeholder needs.

Insight will work with you to analyse your internal and external environment, your existing reward arrangements and your business and employee needs and preferences. From this we will develop a strategy that reflects your organisational values, with the objective of achieving enduring commercial success.

Insight are at the cutting edge of creating bespoke total reward strategies which combine both financial and non-financial reward to provide a truly and totally rewarding working experience for staff. By integrating base pay, employee benefits and non-financial rewards into a coherent whole, we can help you to utilise all of your reward tools effectively to attract, retain, motivate and satisfy your employees, and exceed customer expectations in an affordable way.





keeping things equal

Equal Pay

Equal pay is not just about meeting legislative requirements – there are wider ranging moral and ethical issues involved in not addressing pay inequality.

An equal pay audit can provide organisations with the assurance that their current reward structure and strategy does not either inadvertently lead to inequity, perpetuate historical gender differences or indirectly introduce discrimination from subconscious actions or beliefs.

Undertaken by experienced and qualified professionals, with a strong understanding of equal pay legislation and best practice approaches, our structured methodology incorporates detailed analysis and recommendations to provide organisations with a clear understanding of their exposure or risk of litigation. This enables Executive Teams to develop appropriate and timely action plans and address identified risks, or to build and strengthen their current equality and diversity practices.





Job Evaluation

How can you ensure that you promote equal pay for work of equal value for all your employees?

Job evaluation is the systematic analysis of the relative worth of jobs in an organisation. Use of a proven job evaluation scheme will help you to establish internal relativities and provide a strong foundation for designing an equitable pay structure, placing jobs within the structure and managing pay relativities.

Insight has developed a non-discriminatory and transparent job evaluation scheme, providing comprehensive and thorough analysis. The scheme can be tailored for use within any organisation, across any sector and is currently used by more than 60 organisations throughout the UK.

If our own scheme does not meet your needs, Insight is able to design a bespoke scheme, and we also have extensive experience of reviewing existing schemes, designing pay structures, and providing training in job evaluation.





remain
competitive

Pay Benchmarking

In both harsh economic times and in times of prosperity and growth, ensuring that employee pay and benefits remain competitive and in line with both the market and organisational aspirations is key to a successful and sustainable business.

Insight's independent external benchmarking service, delivered by experienced reward specialists, enables organisations to make pay-related decisions based on qualitative and quantitative data. We work closely with clients to ensure that we fully understand the organisational context in which they operate in order to produce robust market information.

Whether it is a few ad hoc roles or a full-scale organisation-wide exercise, Insight's reputation and experience allows us to provide up to date intelligence on movements and trends within the market.

In addition, Insight facilitates benchmarking clubs to enable comparable organisations to share and discuss pay and benefit data in a consistent and confidential way.





rewarding performance

Performance Related Pay & Reward

By ensuring that people are rewarded for the value they create, Insight can help you to move towards a performance culture in which talented people are both engaged with, and committed to, your organisation.

Our approach is individual and tailored to the needs, aspirations, budget and drivers of each individual client. We will challenge existing thinking, explore attitudes and beliefs and, through our experience and expertise, guide organisations through the process of developing new, innovative, transparent, fair and future-proofed reward frameworks.



For more information on how our services could assist your business, please contact Insight at:

Head Office
The Pavilions
Brighton Road
Pease Pottage
Crawley
West Sussex
RH11 9BJ

Croydon Office
Grosvenor House
125 High Street
Croydon
Surrey
CR0 9XP

Kent Office
60 Bell Road
Sittingbourne
Kent
ME10 4HE

Glasgow Office
Centrum Buildings
38 Queen Street
Glasgow
G1 3DX

Telephone: 08448 79 76 79

www.insight-hr.co.uk

info@insight-hr.co.uk

