

Attract, Recruit, Retain

One of the greatest challenges for organisations today is to attract, recruit and then retain its staff members. Establishing, the right approach - a well thought out remuneration strategy and a fair operational practice significantly contributes to increased levels of motivation and staff retention while lowering staff turnover.

Establishing pay and benefits policies which are fair, affordable and attractive, can be a difficult task facing many business leaders.

As a starting point Gillian Webster our HR specialist has put together a 5 stage checklist for consideration when reviewing reward schemes:

- 1. Job Evaluation**
 - Understand and evaluate
- 2. Market Rate**
 - Undertake external research
- 3. Pay Reviews and Bonus**
 - Measures for individual and company performance
- 4. Flexible Benefits**
 - Are they viable?
 - Link to key business drivers
 - Details, design and cost
 - Ensure understanding and employee engagement
- 5. Pay and Equality**
 - Do your pay and reward systems, and pay increases fair and free of discrimination conform to the Equal Pay Act 1970 and the Sex Discrimination Act 1975