

WE DO HR, SO YOU DON'T HAVE TO

## Pay and Reward

Effective pay and reward is essential to your employee recruitment, motivation, performance and retention. Getting it wrong can be a costly mistake if it fails to deliver your objectives or at worst, results in a discriminatory tribunal claim.



### GET IT RIGHT

DOHR provides clients with comprehensive advice and support for rewarding employees. Getting it right is essential but it can be hard to balance the needs of the employee with those of the organisation. Paying employees huge salaries and bonuses is futile if their performance is poor or the company is underachieving. Likewise, the company will not reach its potential if it is unable to attract and retain the talent it needs to make the business succeed.

### WHAT WE DO

WE WORK WITH YOU TO ENSURE THAT YOUR REWARD STRATEGY AND COMPANY CULTURE SUPPORTS YOUR BUSINESS OBJECTIVES. YOUR STAFF MUST FEEL VALUED AND TEAMS MUST PERFORM TO ACHIEVE YOUR GOALS.



By starting with the basics of job descriptions, we evaluate roles and benchmark both internally and externally. We can develop pay and grading structures which are clear, transparent and objective. We can introduce the concepts of total reward and review the benefits offered to employees.

Other services include voluntary benefits, salary sacrifice, employee of the month, refer a friend, flexible benefits, communication of pay and benefits, consultation and implementation of changes and new initiatives.

### WORKING WITH YOU

At DOHR, we pride ourselves on our ability to listen and respond to the needs of our clients. We develop bespoke pay, grading and reward systems to meet your short, medium and long term needs.

ONCE EMPLOYEES FEEL THEY ARE BEING FAIRLY REWARDED, THEY ARE EASIER TO ENGAGE AND MOTIVATE AND ARE MORE LIKELY TO PERFORM.

Many employers are struggling to increase salaries in line with the hopes or expectations of employees but there are alternative methods of showing how much they are appreciated. We take the time to understand your business and employees before making recommendations which support your business objectives.

### SERVICES

- Internal & External Benchmarking
- Employee Recognition Programs
- Consultation & Implementation
- Annual Pay Review Support
- Pay & Grading Structures
- Total Reward Statements
- Total Reward Culture
- Voluntary Benefits
- Job Descriptions
- Reward Strategy
- Salary Sacrifice
- Pay Audit



TO DISCUSS YOUR HR NEEDS OR FOR MORE INFORMATION, PLEASE CONTACT DOHR ON 01923 504100 OR AT [ENQUIRIES@DOHR.CO.UK](mailto:ENQUIRIES@DOHR.CO.UK)