



## Rewards

Our range of skills enables us to rapidly deploy the expertise to address any strategic or technical issues that arise in our work with you.

### *Problem statement*

- Is my rewards framework aligned to the business and strategy of the organisation?
- Where does the organisation's rewards practice stand vis-à-vis the external market?
- Are my incentive plans motivating the workforce?
- Is the tax structure optimal or is there scope of improvement?
- Is there dissatisfaction among employees due to disparity in internal equity?



Almost

**70%**

*of organisations have a total rewards (TR) strategy, but more than half of the HR leaders and TR teams believe that their strategy does not successfully achieve established TR objectives.*



*- CLC research*

## How we can help

We have access to the wider skills required to support a remuneration committee in the current environment, including risk and compliance, governance, performance measurement. We pride ourselves on our ability to bring this breadth of capabilities to bear in producing well-rounded commercial advice for our clients.

### Areas of work

#### Rewards philosophy definition

We help companies define their philosophy and strategy while balancing multiple perspectives. External competitiveness, internal relativities, employee aspirations and costs are balanced to arrive at a rewards philosophy.



#### Design of compensation ranges

We help build compensation ranges that are competitive, logically structured, suited to internal business needs, allow for progression and differentiation, while maintaining desired internal equity and balance.



#### Design of compensation structure

We help design compensation structures that are well-balanced between fixed pay and pay at risk, using our taxation expertise to build employee friendly and tax efficient structures.



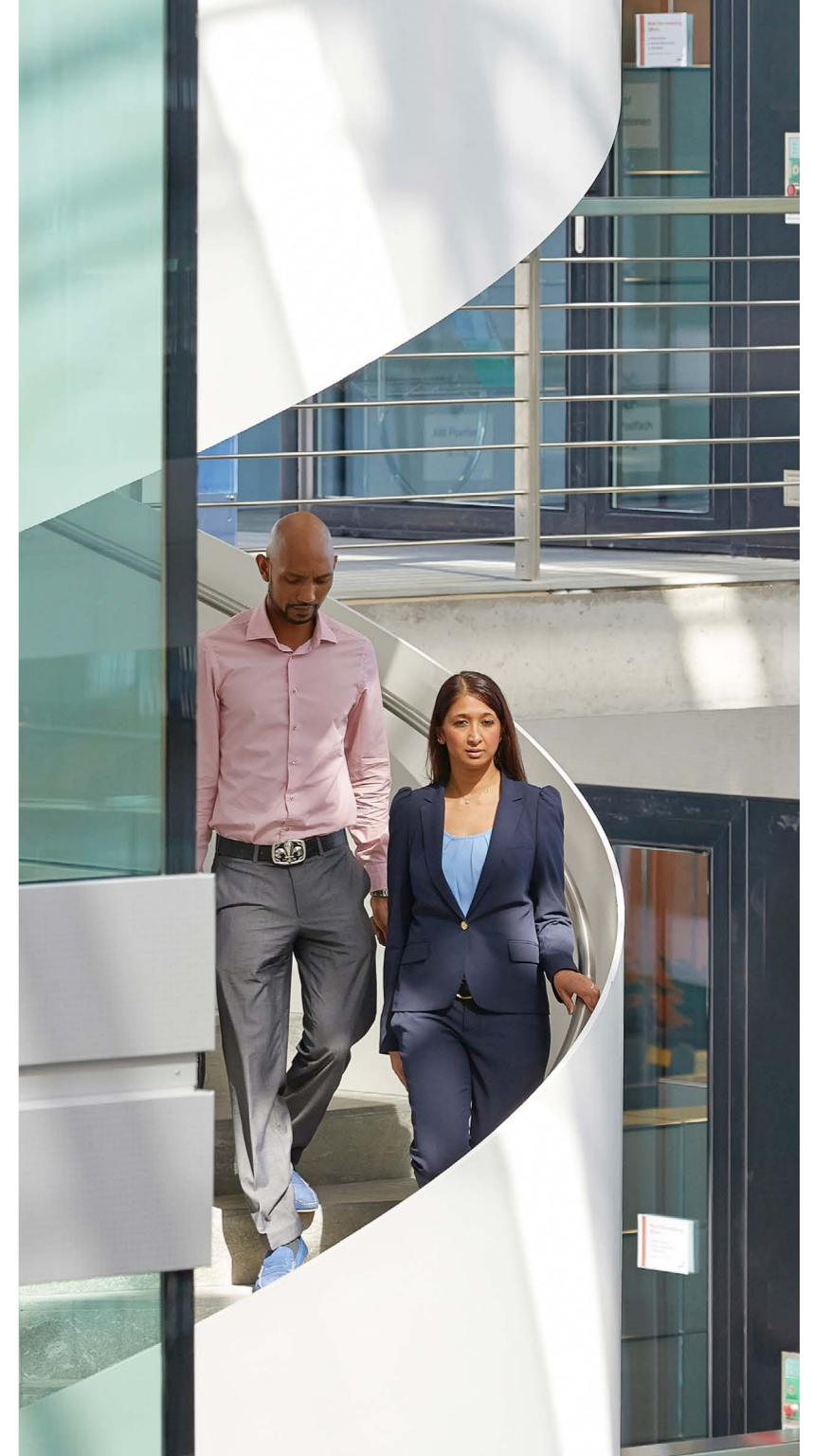
#### Short-term incentive plan design

We help design pay-for-performance plans that are linked to company strategy and reinforce organisational and individual goals.



#### Long-term incentive plan design

We design long-term incentive plans in the form of equity or cash to achieve objectives of long-term retention, performance orientation and wealth creation.





### *Customised benchmarking and market practices*

Benchmarking pay and reward practices across target groups using a customised approach helps cover your unique information needs and reporting requirements.



### *Advisor to the board or remuneration committee*

We advise on various issues that need to be examined and decided on by the remuneration committee through the year with varying emphasis and urgency.



### *Taxation and accounting*

We providing end-to-end compensation solutions, by leveraging our capabilities in the area of taxation and accounting.



### *Senior executive remuneration*

We benchmark compensation for top executives using a multi-pronged approach and designing compensation that is responsible, acceptable to shareholders, performance-linked and competitive.



### *Rewards communication and implementation*

The success of a reward plan is determined by the messaging. We assist with compensation program roll-out by planning the medium and frequency of communication, draft the target messaging, timelines and target audience



### *Benefits to the clients*

- We help align the rewards strategy to organisational strategy leading to focussed performance.
- Devising a competitive remuneration strategy can enable recruitment and retention of talent.
- An optimal rewards strategy increases motivation of employees.
- Rewarding talent based on performance leads to better engagement of key talent.