

Most Effective Pay & Benefits Strategy

This award is intended for the recruitment agency/RPO that provides the most effective pay & benefits strategy for its staff in terms of understanding local market conditions by geography and/or by sector, culture and implementing relevant factors with regard to Return on Investment (ROI), efficiency and impact on employee engagement and productivity. This might include share/equity options, for instance. In addition, this award offers the opportunity to demonstrate innovation through a specific benefit element. This also recognises the encouragement and reward of 'best practice' service to clients and candidates, and clarity of communicating terms and conditions to employees.

Please note: Strategy/initiatives must have been introduced between **1 January 2019** and **1 March 2020**. Achievements/results must have occurred between **1 January 2019** and **1 July 2020**

Please provide the following information, using the headings provided below.

Entrant Details

Nominated by (name and job title)

Organisation name:

Entry Details

1. Describe your company, including: a) the sectors it covers, b) numbers of fee-earning staff and support staff, c) number of UK offices and locations, d) how many employees (employees, managers and executives) were hired between 1 January 2019 and 1 July 2020, e) staff turnover during that time and f) base employment numbers during that time.

2. Describe in detail your pay & benefits strategy for your business and detail and differences for any locations outside the UK as well as any specific locales in the UK. *Maximum length 250 words*

3. Describe the formula for determining commissions and bonuses and for which levels of employees *Maximum length 200 words*

4. At what point in an employee's tenure at your company can s/he access the full range of benefits?

5. Describe an innovative benefit that was designed to make your company stand out from the crowd. *Maximum length 250 words*

6. What percentage of your company's annual turnover is invested in the benefits programme?

7. How is Return on Investment (ROI) measured with regard to your pay & benefits strategy, and what has been the ROI on it between 1 January 2019 and 1 July 2020. *Maximum length 100 words*

**8. Provide three testimonials from employees that have worked full time for your company for a minimum of two years up until 1 July 2020. *Maximum length per testimonial 150 words*
*Please ensure that names, email addresses and phone numbers are provided so that they can be contacted for any clarifications or elaborations***
