

## 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. Crucial to this award is demonstrated commitment to equal pay standards and structure for all staff, regardless of age, disability, gender reassignment, marriage & civil partnership, pregnancy & maternity, race, religion or belief, sex, sexual orientation or neurodiversity. 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 July 2020** and **1 October 2021**. Achievements/results must have occurred by **1 June 2021**.

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

### Entrant Details

<b>Nominated by (name and job title)</b>
<b>Organisation name:</b>

### Entry Details

- 1. Describe your company that includes the following details: 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 July 2020 and 1 October 2021, e) staff turnover during that time and f) base employment numbers during that time. *Maximum length 250 words***

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**2. Describe in detail your pay & benefits strategy for your business and detail differences for type of role and 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? *Maximum length 100 words***

**5. Describe an innovative benefit that was designed to make your company stand out from the crowd. *Maximum length 300 words***

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

*Maximum length 50 words*

**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 October 2020 and 1 June 2021. *Maximum length 250 words***

**8. Provide three testimonials from diverse employees – non-management -- that have worked fulltime for your company in different types of roles for a minimum of two years up until 1 October 2021.**

*Maximum length for each 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.***