



## Info Sheet Pay & Benefits

For most employers, covering pay and benefits represents a significant proportion of their overheads. Unfortunately, many organisations also choose to view this whole area as a “necessary evil”. However, adopting a balanced and positive strategy on remuneration can actually transform your personnel into profit generators.

### How **HR Advantage** can help...

At HR Advantage, we really do believe that your people are your greatest asset. When properly structured and communicated, pay & benefits will improve the performance of your entire organisation. We have expert experience of building pay solutions across a wide range of industries and our focus is on motivating your staff without creating a corresponding rise in pay demands.

### Features

- We review and benchmark your current pay & benefit schemes against your industry and competitors.
- We then produce practical recommendations on the current market’s rate of pay.
- Based on your goals we can then advise you on ways to build a scheme that saves money, e.g. health club membership may be more attractive to your staff, but cost less than your company’s proposed pay increase.
- We can manage your pay reviews and ensure rates of pay accurately match job roles and performance.
- We can provide ongoing payroll administration to reduce and strip out internal costs.
- We provide comprehensive advice on leavers and joiners.
- We generate guidance on your on-going organisational development, cost-effectively.
- We support and advise on all areas of compensation and benefits.

### Benefits

- Innovative schemes retain and motivate valuable employees.
- Your entire team becomes stronger - feeling secure and well remunerated.
- Unnecessary and spiralling wage costs are prevented.
- You attract the best candidates, particularly in tight labour market areas.
- You control internal disputes on pay demands and comparisons.
- You suffer less absenteeism.
- You can link individual performance and reward directly to company goals.
- You benefit from the net effect of leavers and joiners.
- You actually reduce costs, increase efficiency and gain a clear view of “planned” pay & benefit overheads into the future.

For further information on this topic or any of our other services please contact us by telephone on **+44 (0) 1494 451681** or via email at [contact@hradvantage.co.uk](mailto:contact@hradvantage.co.uk)