



RewardWorks is an experienced consultancy that helps organisations instigate and administer the very best in reward management.

It's not just about the money

Any solution has implications beyond pay.

The well known concept of "Total Reward" (which we helped develop) provides the underlying reward strategy and is always in mind.

We deliver innovative bespoke solutions combined with tried and tested practice.

The way we work

- We collaborate with our clients to provide solutions that have secure outcomes.
- We draw on extensive experience working with a very wide range of organisations across all sectors
- We are innovators. We lead creative thinking. We are strategic planners.
- We provide bespoke solutions combined with tried and tested practice.
- We aim to provide best value with a competitive fee structure on realistic timelines.
- We seek a relationship with our clients based on trust and integrity.

Steve Watson is Director of RewardWorks. He has been working in reward consulting for over 20 years and during that time has been Head of Reward for Hay Group, Regional Director of Reward Consulting for KPMG and Director of Consulting for the Link Group Consultants.

Steve's focus has been upon the management of pay, including job evaluation, total reward and performance management.

He has worked across a diverse range of business with a wide variety of clients from small organisations to top 20 FTSE companies.

Steve writes for CIPD and is a regular contributor to many publications in Europe and the USA

With a background in engineering Steve has worked in heavy industry, in production, sales and in IT broad understanding about work.

Steve is an ACAS appointed Independent Expert in Equal Value and a visiting lecturer and Birmingham University Business School.

Reward Design

The way organisations “reward” says much about the organisation. It’s a complex subject that couples human psychology with business economics. Reward seeks the elusive ‘engagement’ of your employees towards your business.

Reward can enable or disable.

Reward includes the tangible and intangible aspects of work.

Reward has to be a strategic issue and provides a major opportunity to communicate to your employees or leadership team about what is valued.

Crucially, it’s all about perceptions of justice.

We can help you design the full spectrum of reward management incorporating the technical aspects of remuneration, performance linkages and recognition.

Job Analysis

The purpose of job analysis is to inform not to impress. Job information should be succinct and clear. It should outline the broader purpose and content of the job, not be a list of duties or an operating manual.

The job description should define and describe the work that needs to be done. We adopt a structured format that separately defines the inputs and outputs required of the job. This format can be adapted to any specific need. This might include a job evaluation scheme, links to recruitment, performance management and competency frameworks.

Job Evaluation

We can help you implement your in-house method of evaluation or design one especially for you.

We have many years of experience in both manual and computerised job evaluation. Understanding the technical and process aspects is the key to success of the chosen method.

We speak the language of job evaluation.

Job Families

Job families are a useful way of describing the 'building blocks' of work in an organisation.

Work is described in an integrated set of generic roles, in a set of families and work levels.

Each Family has a set of characteristics that describe the individual essence of the contribution required.

You can define the shape and size of those building blocks.

Redeploy your team to suit the circumstances
Change your systems, procedures and instructions.

But retain the fundamental team elements.

We design and develop those building blocks.

Pay Modelling

Modelling proposed pay structures can overwhelm the decision makers with data.

We design and model the impact and costs of grading and pay structures.

Employing a variety of modelling ideas we illustrate the design options, costs, outcomes distribution, gender impact and red/green circles.

Pictures, graphics and tables are all there but more importantly, we provide the expertise to find the optimal solution.

Performance Management

Managing performance is an integral part of Total Reward; a two-way process of dialogue and feedback. It is an ongoing aspect of effective reward.

Our approach is to consider the...

Achievement of results,

Acquisition of skills

Aptitude to apply the skills

Attitude to apply the skills

Whether performance is directly translated to remuneration or not is a reward strategy decision.

We can assist with the design and process of objectively managing performance and if required the mechanics of pay and performance.



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