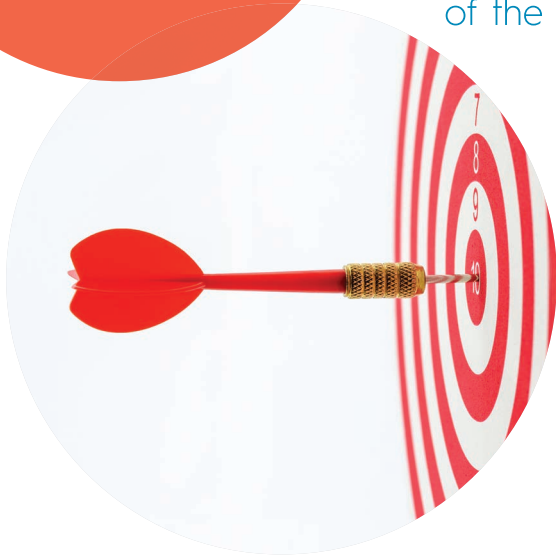


Incentive Pay

Incentive pay is 'at-risk variable pay' designed to align employee efforts and reward achievement of the desired results.

How we can help

Using the Strategic Pay Framework will ensure your Incentive Plan is 'fit for purpose' and congruent with the organisations goals and values. Our approach can help you differentiate your organisation from your competitors with an incentive plan that maximises your return and rewards employee high performance.



61% of private sector organisations offer some form of variable pay scheme*

*Participating Organisations in 2018 Strategic Pay Policies and Practice Report

SALES COMMISSION
performance bonuses
PROFIT SHARE  **LONG TERM INCENTIVES**
short term incentives

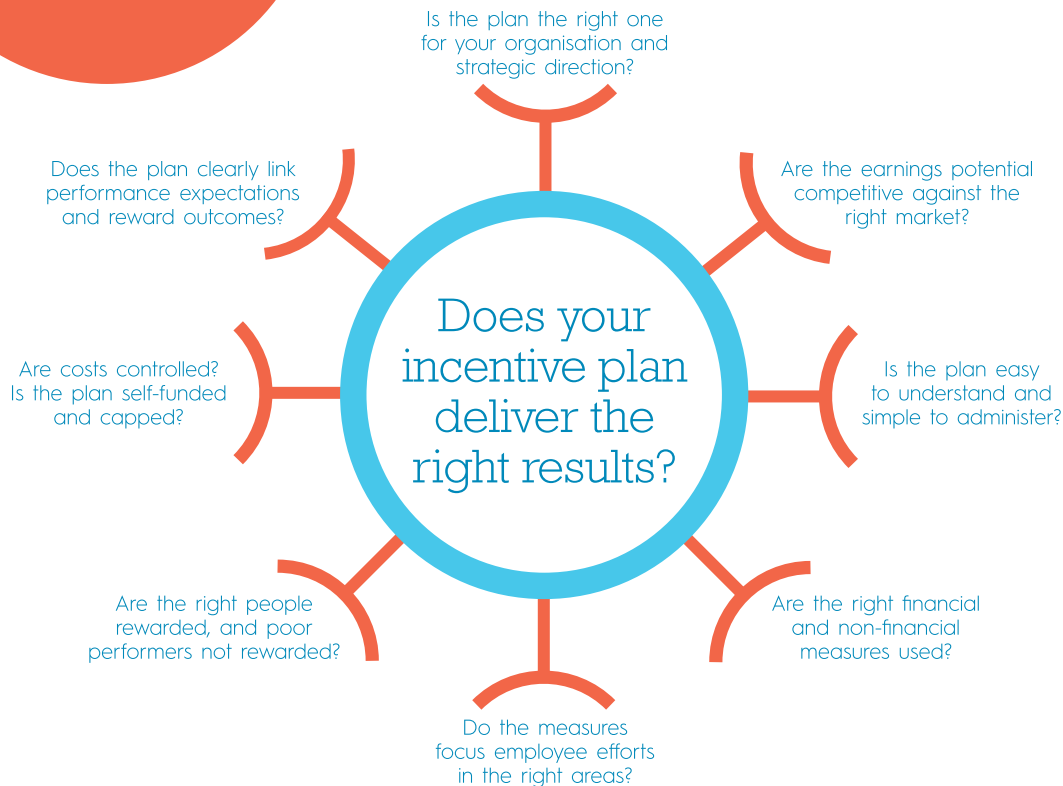
Proceed with caution, a poorly designed incentive plan can have unintended consequences.

Incentive Pay is 'Pay for Performance'

What should you consider when designing or reviewing an incentive plan?

An Incentive Plan must fit with your organisation's strategy, philosophy on pay and internal systems, as well as its culture and values.

The Incentive Plan should be customised to your organisations requirements for achievement of the right results. The following questions should be considered when structuring the Incentive Plan.



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