

How do you make the most of limited reward budgets to keep employees engaged?

Flexible Working

Increasing use of **flexible working** as a way of giving employees 'more' when pay levels have been frozen or reduced.

Capitalising on technology to support the organisation in introducing flexible working practices and changing the culture of 'presenteeism'.

Communications

Increasing employee control of their choices and communication. Using **online interfaces** so employees can log in at any time to see their **individual benefits package**.

Acting transparently to explain to employees what their reward package is and how it compares internally and externally – providing a **clear statement of reward positioning** against the market.

Using "**roadshows**" to explain to employees what they are offered – rather than taking for granted that it is understood.

Consistent and clear communications so that reward package is understood. **Open follow up** with employees so they know where they stand – use of message boards, forums.

Source: HayGroup (2011)