



Personal Group

INNECTO
REWARD CONSULTING

Harmonising and Humanising Pay and Reward.

Four tools. One innovative solution.



INTRODUCING INNECTO DIGITAL

Harmonising and Humanising Pay and Reward.

Four tools in one innovative solution: designed by HR professionals for HR professionals and built on world leading technologies, the Innecto Digital platform hosts a suite of market-leading reward solutions to help fair, consistent and best fit reward programmes.

Our digital solutions span the employee lifecycle and provide essential tools to manage talent strategies effectively, translating intent and purpose into impact.

The Innecto Digital platform acts as an anchor for business savvy, enabler tools that pull together the fundamentals of reward: job levelling, competency frameworks, organisational design, pay benchmarking, pay progression, employee engagement and communications. We join the dots between these disciplines to deliver unique insights to propel your business forward.

Empowering companies to:

- understand and align the optimum organisational design to meet business objectives
- identify flight risks and past glories
- maximise the ROI on people spend and deliver real operational value to businesses
- amplify the power of their employee deal by communicating it effectively

Our clients make us special...



The standalone solutions can be purchased individually or collectively to suit your business needs.

Despite the myriad of HR tools and software on the market, most do not talk to each other. This lack of connectivity means that valuable insights are often lost. This is where Innecto Digital is different. The power of the complete solution means that insight from the distinct modules are combined to drive the advancements in how companies can position their pay approach and to leverage their pay spend.

When combined, they have the power to aid your business in determining where you need roles, what you need to pay for these roles, and how you can progress pay.

Innecto Digital allows you to take your role-based strategy and unite it with the tools to effectively communicate the employee deal; whilst measuring the impact on your key stakeholders and the companies bottom line.



CENTRALISED REWARD INTELLIGENCE



EVALUATE

A global job evaluation and architecture tool guiding you through JD creation, job evaluation and levelling through to organisation design.



FLOURISH

Coming soon. Translating role requirements to the competency of the individual. A structured, flexible framework to identify the strengths and development needed to maximise performance and future potential.



PAYLAB

Powerful and adaptable pay insight, providing clarity on market pay positioning with at a glance analytics.



ADVANCE

Fully customisable pay modeller, taking the heavy lifting out of pay review. Managing budgeting and distribution.



AMPLIFY

The home of your Employee deal, uniting your well being and benefit offering with a suite of engagement and communication tools.

JOB EVALUATION EVOLVED

EVALUATE

Job evaluation and architecture tool designed by HR, used by HR and advocated by UK and global business leaders.

Evaluate is a job levelling tool that makes evaluating roles quick and straightforward, reducing the resource your department needs to commit to completing this vital yet often time-consuming task. Our robust system for evaluating jobs gives HR confidence that roles are being assessed fairly and consistently and enables HR to create a strong foundation to build an effective organisation. Uniquely, Evaluate allows you to proactively plan for a rapid change of direction or growth, and provide clarity around requirements of organisational design – both current and aspirational.

Evaluate's straightforward navigation takes you quickly from job description creation to job architecture, giving you the comfort of a joined-up process, without a drain on resources. With a built-in job description library facility, which allows for creating, saving and editing of job descriptions linked to evaluations, the robust and simple process of evaluating roles and identifying where they sit within the levelling framework creates a foundation for pay frameworks.

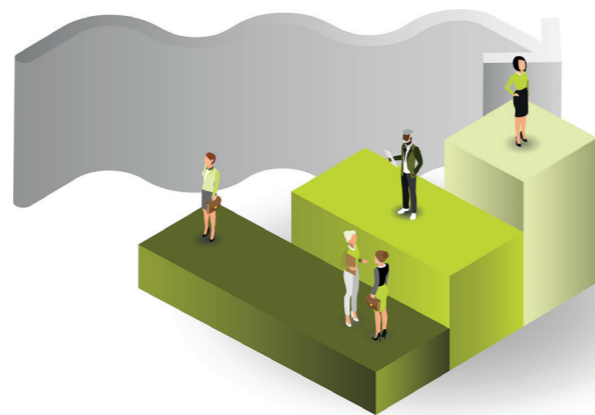
Based on work level theory and underpinned by an analytical job evaluation scheme, our agile system and reliable methodology works with organisations as they evolve or change direction. As a result, Evaluate can be used as an anchor to link to your succession planning, talent mapping and resource management tools.

Within Evaluate, you can assess roles based on an intuitive and business geared system, without losing the robustness of an evaluation methodology. This ensures that you have the right roles, at the right levels at the right calibre to build an effective organisational design framework.

Our organisational design perspective enables you to plot your current organisational shape and clarify career pathways as well as the ability to create your aspirational organisation, to enable skill utilisation and talent mapping. Our market-leading tool also allows gender and ethnicity lenses, highlighting population clusters or gaps within your current organisational structure as well as the ability to map how to achieve an aspirational picture.

For auditing purposes, a full audit trail of evaluation outcomes is held within the tool, including comments to aid decision making and for validation purposes, and the dashboard and reporting suit enables tracking and assessment with ease. This also serves to engage your workforce by giving individuals clarity around level role expectations, and where they can add value to the business going forward by producing the results required.

Evaluate can be linked into your existing competency framework or used to underpin a new structure via Flourish.



Simple to use, Evaluate is designed to allow anyone to conduct job evaluations quickly and efficiently, with or without prior HR knowledge

Create departmental efficiencies by completing evaluations quickly and conveniently, with the ability to pause and slot evaluations as required

Give confidence to line managers with consistent and transparent job evaluations

Create and store your own job descriptions with easy to use templates

Bring your organisational design to life, with aspirational and current organisational shapes

Prepare for rapid change and growth, with robust data analytics around organisational structure

Quickly search, filter, analyse and compare by job title, department, function, location, status, assessor, score, boundary roles, organisational level and more

Highlight pockets of roles that could fall within the 'Work of Equal Value' criteria to provide greater transparency and Equal Pay claim defensibility

Overlay gender and ethnicity data with your organisational structure

Create and download bespoke, dynamic visual reports and provide data snapshots for auditing purposes

"We're really pleased with Innecto's handling of our job evaluation project, and how well the new scheme has gone down with managers. Their JE software Evaluate is excellent; it's so straightforward and efficient that it takes less than 30 minutes to fully evaluate a role. We're confident that when completed we'll have a robust, transparent system in place that will underpin future growth at ITN."

Melanie Tansey, Director of Human Resources, ITN



DYNAMIC, VISUAL PAY INSIGHT PAYLAB

Our pay insight tool brings global and local pay benchmarking data to life, giving HR the upper hand.

PayLab is Innecto's revolutionary pay benchmarking solution, which allows you to gain complete clarity around your current and aspirational pay stance. Get underneath existing pay practices and their unintended consequences, and start making pay decisions that are responsible, fair and aligned to business strategy, based on fact rather than assumptions.

As a proprietary tool of Innecto, the UK's largest independent reward consultancy, PayLab works independently of survey data providers, meaning you have the flexibility to match your roles against the most appropriate and relevant salary data. This may mean using data you already have, or perhaps a blend of data from a variety of suppliers – our team of experts will be on hand to advise and complete the bench marking.

Completely configurable to ensure it is reflective of organisation reporting structure, PayLab's at-a-glance analytics, customisable dashboards and reporting suites enable you to track how pay is working for your business. Within PayLab, you can look at market base pay and total cash stance, allowing you to get into the detail to understand your pay distribution. PayLab clearly displays how pay and bonus spend is supporting your business, highlighting ways to leverage your pay pot and maximise ROI.

PayLab's powerful reporting functionality allows you to create views by department, gender, ethnicity and more. Instances of over and under-paying are clearly identifiable, highlighting potential flight risks and those being paid on the basis of past glories. PayLab has the power to visibly engage line managers, giving them confidence to make pay decisions that are based on current reliable insights.

PayLab provides much more than just benchmarking pictures, it analyses the effectiveness of your whole pay approach. Our agile system and methodology grows with your business as it changes and evolves. PayLab provides a quick, intuitive and collaborative approach to benchmarking, allowing you to be in control and self-sufficient in managing and applying data to roles.



Intelligent approach to key analysis enables you to leverage your compensation pot, and identify savings whilst still attracting and retaining key employees

Tailor how you position yourself against the market, and flex the benchmarking to be more applicable to your business

Keep your data alive. Add, amend and remove roles from the dataset, to keep insights fresh and useful

Include pay ranges to enable effective pay management

Multiple currencies, making PayLab idea for global businesses

Permission and account setting options enable you to provide access to line managers as and where appropriate

Retain reports on historical pay benchmarking data to compare year-on-year to track how pay is progressing against your pay strategy

Customisable dashboard means you can see the insight that is most useful to you, every time you log in

Create bespoke reports by department, gender, ethnicity and more, in easily downloadable formats

Wide range of pre-set reporting features, such as "Flight Risks vs. Past Glories"

Within the tool, you can update your benchmarking by adding and removing roles as required, and update your latest data, to keep the insights fresh and useful. You can also upload your pay ranges to enable effective pay management and compare year-on-year to track how pay is progressing against your pay strategy.

By incorporating external insight that can have a direct impact on business decisions around hiring, retaining and engaging staff, you can ensure your pay pot is working as intended by reviewing where roles sit both internally and compared to the external market, and identify attrition risks.

With the powerful insights available in PayLab, you can ensure you are balancing the bottom line whilst attracting and retaining key employees, and leverage your compensation pot by identifying savings in future hires.

"Innecto's tailor-made solution was exactly what we needed... Their unique offering gave us a richness of data and insight that we previously lacked. The system was quick and easy to put in place and the support from the Innecto consultants was excellent: PayLab is a great tool but what made it invaluable was the wrap-around consultancy support. The visual nature of PayLab has made it easy to use and has helped us quickly identify areas where we're out of line with the market, allowing us to better target our reward strategy."

Philip Vickers, HRD, Charles Tyrwhitt

PAY REVIEW MADE EASY ADVANCE

No spreadsheets in sight, just real time insights to enable informed pay decisions.

Anticipate cost implications and model impact on salaries with ease via Advance, our complete solution for pay review. Our user-friendly, fully customisable modeller removes the need for time hungry spreadsheets, with a system that lifts you out of the detail and handles the calculations.

By establishing detail on the base pay picture to understand your pay distribution, you can make pay decisions that are responsible, fair and aligned to your pay policy.

With Advance, you are in control - customise and set your annual pay review according to your pay principles, with pay pot and distribution financial planning. By configuring the system to your internal pay practices and policies, you can keep track of spend and how proposed pay increases impact your pay position, whilst tracking progression year-on-year against your pay policy. Advance allows you to manage and distribute your pay pot effectively with analysis of more than just cash - overlay Gender and BAME and performance metrics to model and manage pay progression.



With customisable views and insights, you can select what you see each time you log into Advance.

The analytics can be changed according to reporting requirements, and permissions and authority levels can be set within the system to enable local pay decisions. You can also allow for departmental distribution within budgets, and Advance can accommodate multiple currencies, making it ideal for businesses that operate internationally.

Our robust methodology ensures consistency and transparency, and enables you to easily adhere to any pay governance obligations that are required by your business.



Allows HR to model decisions when allocating pay pots, allowing you to see the costs and impact of different scenarios

Customisable dashboards can be tailored to show you the key insights you need each time you log in

View current employee range position and gain clarity around your current and aspirational pay policy

Set, distribute and track budgets by department or location

Overlay Gender, Ethnicity and performance data to provide analysis of more than just cash

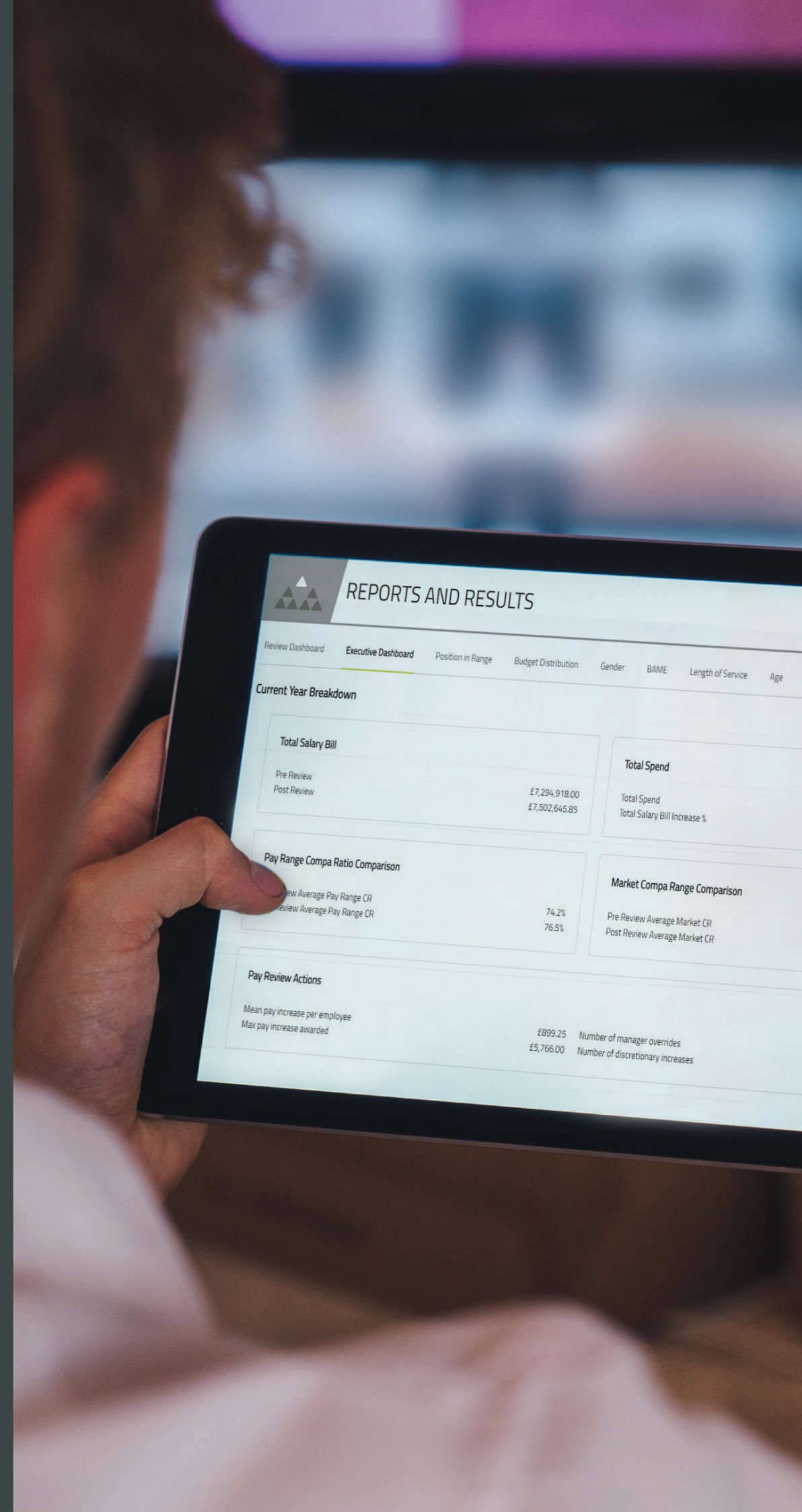
Apply multiple currencies and cost of living differentials, ideal for businesses operating internationally or across multiple locations

Objective and accountable process for deciding pay, with archives of each year's award data, giving you an easily searchable audit trail

Fully customisable, so you can decide which factors apply, including pay ranges, market rate or performance ratings

Send separate automated reports to each reviewer, and restrict access by user, seniority or department to enable local pay decisions

Detailed setting options allow for award cut-off dates and top of range caps, ensuring consistency and transparency



ELEVATING YOUR EMPLOYEE DEAL AMPLIFY

The employee experience platform.

The global workforce has never looked so diverse or complex. A multi-generational workforce, the ongoing war on talent, economic and political uncertainty, and changes to employment legislation have all contributed to the changing expectations of employees. Increasingly employers are expected to provide wellbeing and financial support to fill a growing void on critical societal issues. Organisations are expected to deliver a common purpose, create an equitable culture and experience that sponsors employee fulfillment, whilst ensuring we safeguard the work-life balance.

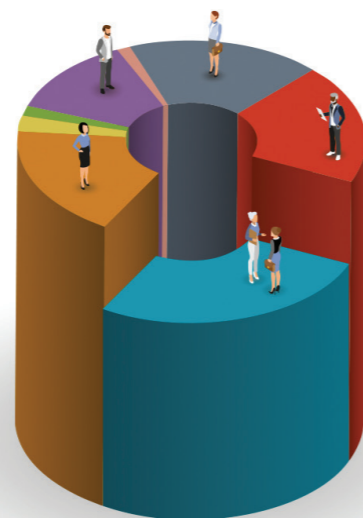
Our industry leading mobile and web-based app, Amplify, provides the perfect home for all components of your employee deal, making it visible and accessible to all. Flexible and easy to use, Amplify allows you to take a holistic view of your wellbeing and benefits offering; connecting all aspects of mental, physical and financial wellbeing with the benefits, communication and engagement tools needed to create an environment for your employees to thrive and succeed.

Harnessing the power of your total reward package, Amplify allows you to effectively communicate, manage and analyse your employee deal to drive employee engagement and productivity. We work you to tailor your offering by choosing from our suite of modules. In addition to the advanced built-in functionality, we have created a network of approved suppliers that enable us to tailor the content of Amplify to suit the individual needs of your business and those of your employees. If you already have incumbent suppliers, our flexible technology means we can work with them to build them into your single solution.

Amplify enables organisations to deliver the optimum employee experience, by bringing together your benefits, reward & recognition and wellbeing offerings in one simple to use hub. We help leverage your pay and reward spend with market leading comms capabilities, boosting productivity, retention and employee engagement. A business enabler, Amplify delivers your employee deal direct into the hands of your workers, amplifying your message and enabling you to harness the power of your greatest asset – your employees.

Amplify is fully integratable and through single sign on technology, become the one point of entry for employees to access your total reward offering.

We currently work with: Aon, Thomson Online Benefits, Edenred, Sodexo, Standard Life, Pendragon, Zenith, Cycle Solutions, Halfords, Health Assured, Incorporate, Neyber, Tax Refund Company, VideoDoc.



Take a temperature check, build and send your own employee surveys, or choose from a suite of templates

Seamlessly connect the products and services you want to use in one convenient location

Available via browser as well as native iOS and Android apps, ideal for remote workforces

Engagement tools to help you communicate with employees anytime, anywhere

The analytics hub allows you to measure the success of your engagement strategies

Real-time, cutting-edge employee reward & recognition tools

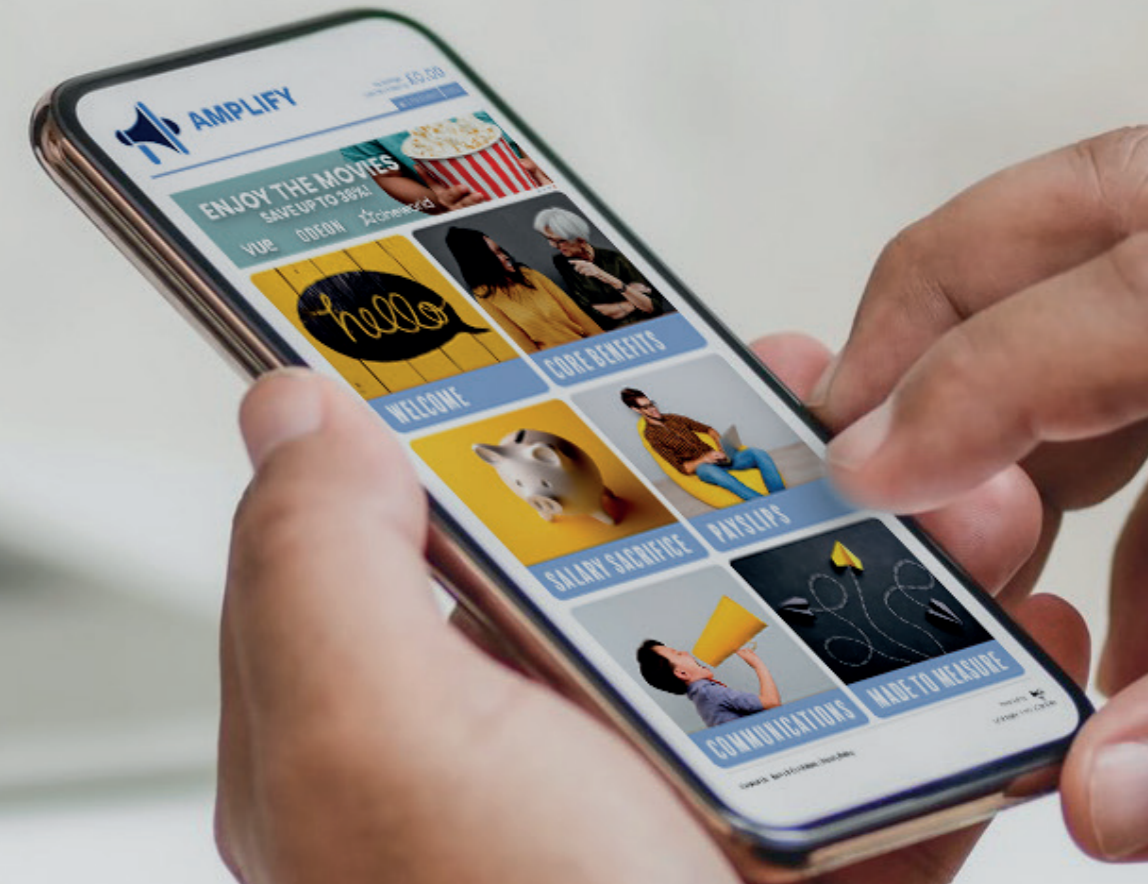
Discounts from major retailers, cinema providers and salary sacrifice offers

Push notifications make your communications accessible whether employees are in the office, working from home or on the move

Health & wellbeing services including EAP, financial support, and OnDemand GP

A dedicated support team for launch and beyond, helping you to drive ongoing engagement

Curate your employee deal and leverage reward spend with wrap-around consultancy support from Innecto





WHY INNECTO?

Unparalleled expertise... with us, you're in safe hands

We are passionate and proud of what we do. Specialists in our fields, we provide creative and commercially-focused talent and reward solutions to help our clients get their pay and reward working harder.

We're not career consultants - we've been in your shoes. Our team all have years of in-house experience and enjoy using their knowledge and expertise to meet our clients' strategic objectives.

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INNECTO
REWARD CONSULTING

REWARD STRATEGY | INTERNATIONAL REWARD | EXECUTIVE COMPENSATION
EMPLOYEE ENGAGEMENT | PAY BENCHMARKING | GENDER PAY AUDIT & CONSULTING
JOB EVALUATION | REWARD COMMUNICATIONS | PAY FRAMEWORKS
VARIABLE PAY | SALES BONUS | REMUNERATION COMMITTEE SUPPORT
BENEFIT AUDIT & DESIGN | PERFORMANCE MANAGEMENT