



Personal
Group
Part of the PG family

We see the difference.

We see the bigger picture...
Challenging you to think differently too.

INNECTO
REWARD CONSULTING

The UK's largest independent pay & reward consultancy

OUR CLIENTS MAKE US SPECIAL

"Innecto have recently helped us consider options for a redesign our pay structure. Not only have they thoroughly validated our benchmarking data through this exercise, but they created several innovative scenarios and modelled each one in detail to establish a workable solution that meets our needs."

Judy Roberts, Head of HR, The Victoria and Albert Museum



INTRODUCING INNECTO

Established in 2002, we have spent the last 18 years helping companies unlock the power of reward, annually providing support to over 100 companies; large multi-nationals through to dynamic high-growth SMEs.

Following our acquisition in 2019, we have become part of the Personal Group family, allowing us to work together to innovatively and expertly provide organisations with the very best solutions in Reward and Recognition.

All of our work is carried out on the basis of four fundamental principles namely, integrity, objectivity, technical ability and trusted partnering. These principles underpin everything we do and enable us to support in-house teams to achieve the Innecto vision of equitable, fair, sustainable and high performing businesses, delivering financial returns and a positive societal impact.

What makes Innecto different is our 'been in your shoes' philosophy. The guiding principle in the appointment of all consultants is that they have done the job that our clients do. It changes the nature of the relationship and allows trust to develop quickly.

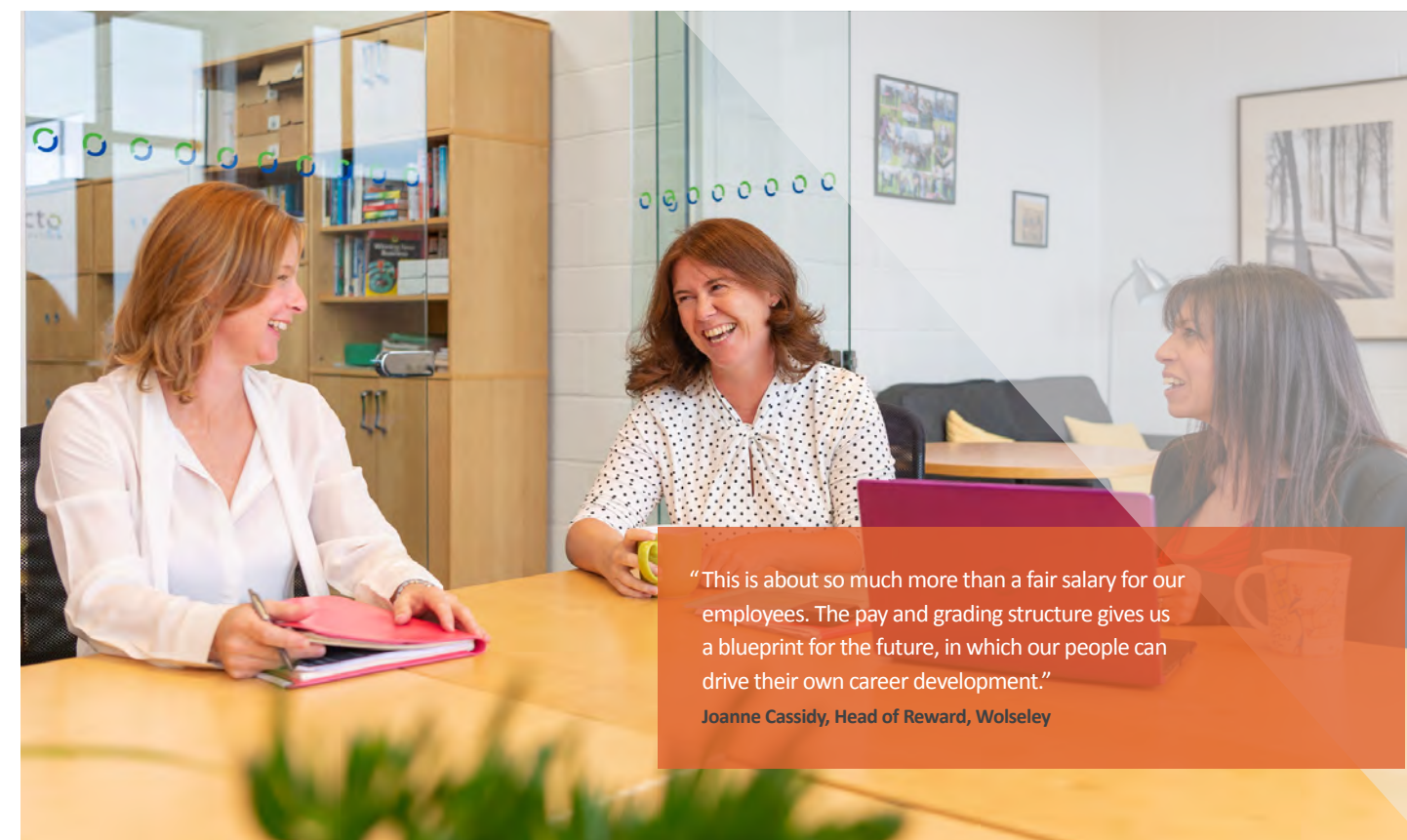
And it works. The result is better collaboration, open and honest relationships and ultimately successful projects that make our clients happy and stand the test of time.

We pride ourselves on building strong client relationships and a high proportion of our business is made up of repeat clients, referrals and partners. Our clients recognise the value Innecto's expertise can add to an organisation – and they trust us to deliver exceptional reward solutions, time after time.

Alongside consultancy we have pioneered the implementation of HR tech, developing market-leading cloud-based reward solutions within our innovative Innecto Digital platform.

Thank you for considering Innecto as your reward partner; we look forward to learning more about your businesses and the challenges you are facing.

Karen Thornley
Innecto CEO



"This is about so much more than a fair salary for our employees. The pay and grading structure gives us a blueprint for the future, in which our people can drive their own career development."

Joanne Cassidy, Head of Reward, Wolseley

WHAT WE DO

As the UK's largest independent Reward consultancy, we provide honest advice, support and practical help to solve any challenge relating to attracting, retaining and motivating people.

Through our highly experienced team of Client Directors and Reward Consultants we provide the insight and expertise to leverage your pay and reward spend and harness the power of your greatest asset – your employees.

We offer a comprehensive suite of consultancy services across the Pay and Reward spectrum, taking a holistic view of your employee deal. These services are supported and, in some cases, delivered through our market leading, proprietary software solutions PayLab and Evaluate; developed by HR professionals for HR professionals.

Our expert Reward Consultants are practical, creative and strategic. We work with your key stakeholders to facilitate the free flow of current, accurate and meaningful information that empowers your leadership team and enables faster and more proactive decision making. Our team of experts provide intelligent, practical and commercial guidance to translate business strategies and objectives into the appropriate reward programme.

We work with you to shape the key components that provide the foundations and pillars of success that underpin your Reward strategy, and ensure it aligns with overarching business goals and objectives. Our team of experts provide intelligent, practical and commercial guidance to translate business strategies and objectives into the appropriate reward programme to drive operational performance.

OUR APPROACH

“The breadth of experience and pragmatic approach of the Innecto team made them the perfect partner for us, and enabled us to reach the outcome we required.”
Jean-Christophe Fonfreyde, Head of Reward, Wellcome Trust

We look at your employee deal as comprising of four key pillars which are united by your overarching reward strategy and principles; together these elements form the engine to power performance and engagement.

Employee Deal: Providing reward that attracts the best people, a reduction in the cost and wastage in your reward, and engaged employees who are driven to deliver a great performance.

Reward Strategy & Principles: Getting these right will mean that other reward decisions are effective, consistent and add real value to your business.

Fixed Pay: Base pay generally reflects the role, experience and skills that an individual has. How much you pay depends on how you want to compare against the market.

Variable Pay: Variable pay is usually paid to reward behaviour, extra effort or great performance. Good variable pay plans closely link with business priorities and objectives.

Benefits & Culture: The softer benefits that an employee receives when working for your company need to be attractive and relevant to the type of employee you want.

Recognition: These are the nice little surprises you give your employees when they've done something well, and are highly valued.

Performance: This is how you manage your employees' performance, defining what is important to your business and how your employees are contributing to that.

Engagement: This describes the buy in or attachment that your employee has with your organisation, and is linked with successful operational and financial performance.



“Innecto are a trusted partner who over the years have become an extension to our in-house team. We have worked together on numerous projects and consistently Innecto deliver creative, strategic solutions to meet our pay and reward challenges.”
Karen Ann Josephides, HR Director, Arsenal Football Club

CONSULTANCY SERVICES

“The Crown Estate is a diverse organisation with many different roles, sectors and locations but it was important for us to unite our employees while at the same time having the flexibility to achieve our financial targets.”

Valerie Burns, Head of Human Resources, The Crown Estate

REWARD STRATEGY

Creating a clear ‘direction of travel’ to maximise your reward spend.

Your reward strategy should be a distinctive thread running through all elements of the employee offer. Getting the right position on base pay, bonus, benefits, recognition and performance enables you to effectively retain and motivate your talent. Innecto's independent experts can identify your organisation's unique strengths and goals, and use this insight to drive desired behaviours, supporting long-term success.

PAY BENCHMARKING

Expert insight into your market position.

To get the best value from your people spend, it's essential to have the facts around your market position. As independent consultants, Innecto offers impartial advice on the best data sources for your roles and expert analysis to help you make sense of complicated pay data. Our digital benchmarking solution PayLab gives you instant visual understanding of your pay position and you can use its granular, accessible insights to inform day-to-day decision making going forward.

JOB EVALUATION

A fair, consistent and transparent job evaluation solution.

A strong grading structure underpins every successful reward scheme, and the first step is evaluating jobs. We offer job evaluation schemes to suit every business – whether it's our digital job evaluation solution Evaluate, or a bespoke grading system. Implementing a fair and transparent job evaluation structure will also give you greater visibility on organisational design, enabling you to meet HR's strategic objectives by better managing talent mapping, succession planning, and skills gaps.

PAY STRUCTURES

Effective and affordable pay frameworks, tailor-made for your business.

Innecto specialises in creating successful pay structures that enable you to manage pay in a transparent, consistent and fair way. Legacy issues and ad hoc pay decisions can make aligning a pay framework or structure to your organisation's changing needs difficult. Every pay structure we create is unique and bespoke, and our team are well-practised in balancing internal and external equity to deliver a pay structure that is effective, affordable, and serves your business aims.

“We have worked with Innecto over a number of years and on various projects including Job Evaluation, Pay Structures, and our Gender Pay Reporting. Innecto go above and beyond; and we're really happy with the service we receive, they are the true experts in the world of employee reward.”

Charlotte Wattley, Head of HR, AEG Europe

CONSULTANCY SERVICES

“Innecto are our go to for Pay and Reward consultancy. The team have extensive in-house experience and intuitively know the challenges we face, and the work required to meet them. Beyond their obvious expertise, their commitment to work with the wider team and develop in-house understanding is second to none.”

Kate Naylor, Human Resources Director. SGN

EQUAL PAY

Providing objectivity and clarity on equal pay.

Equal pay can be a costly risk for businesses, both from a legal and employer brand perspective. The only way to be confident that your organisation's pay practices don't discriminate is to undertake an Equal Pay Audit (EPA). Innecto's consultants deliver an experienced and objective assessment of your Equal Pay situation, ensuring your pay practices meet the requirements of the Equality Act 2010 and pinpointing any disparities.

GENDER PAY REPORTING

Helping you lead the way.

We offer a complete Gender Pay solution, giving you peace of mind on compliance and adding value through detailed analysis of your results. In addition to compiling your submission and supporting narrative, we offer a 'deep dive' analysis to pinpoint 'underwater' trends in pay practice which may be driving the Gender Pay Gap. From this insight, we can work with you to develop an action plan to address any imbalance.

EMPLOYEE BENEFITS

A creative, meaningful and motivational approach to benefits.

Benefits are now an integral part of any employee offer, but they often don't get the attention they deserve. Innecto can help review your existing offer, ensuring it delivers what your employees want, motivating great performance and providing a better return on your investment. Our benefits intelligence service has two modules: benchmarking and curation. This insight will help you re-define your benefits package and is an important step to becoming an employer of choice.

RECOGNITION

Creative recognition which inspires and engages your employees.

We create and implement interesting and exciting recognition programmes that drive high levels of engagement. Recognition can take many forms – a simple and genuine thank you, a meaningful and valued gift or the opportunity to be involved in interesting work and projects. Whatever the detail, our programmes are always designed to make your employees feel valued, while reflecting your organisation's unique culture and reward strategy.



“Innecto's broad private and public sector knowledge provided a fresh insight into our sector. They provided a rigorous and evidence based analysis and report which has become the revised foundation for our way forward to managing and rewarding talent.”

Dr. Vij Randeniya, Chair of Rem, Aston University

INNECTO DIGITAL

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.

PAYLAB

Our revolutionary pay benchmarking solution.

Pay benchmarking is the key to making pay data meaningful and making confident, informed decisions on pay. The snapshot of your current market position will give you clear indications of over and under spend, highlight areas of risk and allow you to shape effective reward strategies.

EVALUATE

Job evaluation. Evolved.

Evaluate is Innecto's own digital job evaluation solution. It's a job grading system which uses factors to determine the relative value of different roles within your organisation and places them into clearly defined levels. It's simple, transparent and fair.

ADVANCE

Pay review: simplified, streamlined, solved.

Advance is Innecto's complete solution for pay review. It's a user-friendly, fully customisable modeller which saves HR teams considerable time and effort thanks to our built in Reward expertise. A powerful and cost-effective solution, Advance suits all business sizes and sectors.

FLOURISH

Competency framework and role footprint.

Flourish enables the connection between the expected contribution of a role and how the role should be performed, meaning you can leverage Flourish to manage and develop your employees' contribution and behavioural competence and build a better, more effective organisation.

AMPLIFY

Fully customisable employee experience platform.

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

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.

"Innecto provided a deep level of expertise, creativity and knowledge to help guide our decision making. What set them apart from other consultancies was their ability to quickly become one of the team, leaving our own team stronger for it. I see them as a real alternative to the big consultancies."

David Neudegg, Managing Director, Publica Group

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



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