

REWARD
STRATEGY

Reward on Demand

Expert Reward Support, Just When You Need It

INNECTO

www.innecto.com



Reward Issues Don’t Wait for a Project

Reward teams face complex, time-sensitive challenges, but rarely have the capacity to address them all at once. When a pay issue comes in, whether from a line manager, employee or the Board, the expectation is a clear, well-evidenced answer.

- **Limited Capacity**

  HR and reward teams are stretched. Strategic initiatives, regulatory demands, and day-to-day queries all compete for attention.

- **Complex, Emerging Issues**

  Pay transparency legislation, scrutiny over pay equity, and changing workforce expectations mean reward decisions must be well-evidenced and defensible.

- **Slow Access to Expertise**

  Traditional consultancy projects can take weeks to scope and procure, leaving teams without support when urgent reward issues arise.



On-Demand Reward Expertise

Reward on Demand provides access to expert consultancy for complex pay challenges. This service allows organisations to get timely support from experienced consultants, helping HR teams make informed reward decisions without the need for a full consultancy project.

It's especially designed for mid-sized organisations and lean reward teams that need access to deep, specialised expertise without maintaining a full in-house function.

With Reward on Demand, HR leaders get:

Clarity

Expert insight to make reward decisions you can clearly explain and defend.

Credibility

Independent reward expertise that strengthens proposals to executives and boards.

Control

Flexible advisory support that helps organisations manage reward challenges without committing to large consulting projects.



How You Can Use Reward on Demand

Reward on Demand provides flexible access to a wide range of reward expertise, combining consulting insight with practical HR experience.

Ad-Hoc Reward Advice

Resolve complex reward questions quickly with direct access to experienced reward consultants.

Pay Benchmarking & Market Insight

Make competitive pay decisions using credible market data and expert interpretation.

Reward Framework Guidance

Validate pay structures and reward strategies before implementation to ensure clarity and consistency.

Policy Review & Governance

Strengthen reward policies and governance frameworks to reduce risk and improve compliance.

Pay Transparency & Equity Support

Prepare for emerging pay transparency legislation and equity scrutiny with expert guidance.

Leadership & Board Support

Strengthen reward proposals and decisions with credible market insight and expert input.

Why Reward on Demand Delivers

Reward on Demand combines expert insight with a flexible advisory model, enabling organisations to respond quickly to emerging reward challenges. Our clients value the service because it provides:

- **No Procurement Headaches**

  One upfront commitment covers everything for the year. No need for budget sign-off each time you need consultancy support. Just access to the expertise you need, when you need it.

- **Timely Access**

  Provides the support you need when you need it, without the hassle of lengthy project proposals or approvals.

- **Expert Guidance**

  Enables you to benefit from Innecto's deep understanding of reward strategies and best practices, backed by over 20 years working with leading UK employers.



"I can highly recommend the Reward on Demand service provided by Innecto. As a busy Chief People Officer, the ability to call off high quality expertise has been invaluable, giving me both additional bandwidth to deliver as well as maintaining momentum on critical activities. The team have provided me with excellent expertise, advice and best practice insights, giving an extra layer of credibility to support my proposals to the Board."

Fran Merrylees, Chief People Officer, European Tour

Commit Your Budget. Get Timely Support When Need It.

Secure expert reward support for the year ahead without needing to know exactly when you'll use it. Pay once, draw down flexibly across 12 months, and benefit from preferential rates every time.

Choose your package Starting from £6,000/year, select a budget that fits your anticipated level of reward support.

Commit before your year-end Pay upfront to protect your budget and gain a whole year of reward value. No more "use it or lose it" at year end.

Draw down as you go Call on advice, benchmarking, policy reviews or board support across 12 months as challenges arise.

Save on every engagement Package holders receive preferential rates — better value than commissioning work ad hoc.



Your Credible Partner for Modern HR

At Innecto, we know reward frameworks only matter if they work in the real world.

Rooted in lived HR experience, our consultants combine practical insight, market data, and legally robust frameworks to help organisations make reward decisions that are clear, competitive, and commercial.

Trusted by over 100 organisations every year across sizes and sectors, Innecto supports HR leaders to tackle complex pay and reward decisions that stand up to scrutiny from employees, boards, and regulators alike.

Trusted by 100+ leading UK organisations every year.



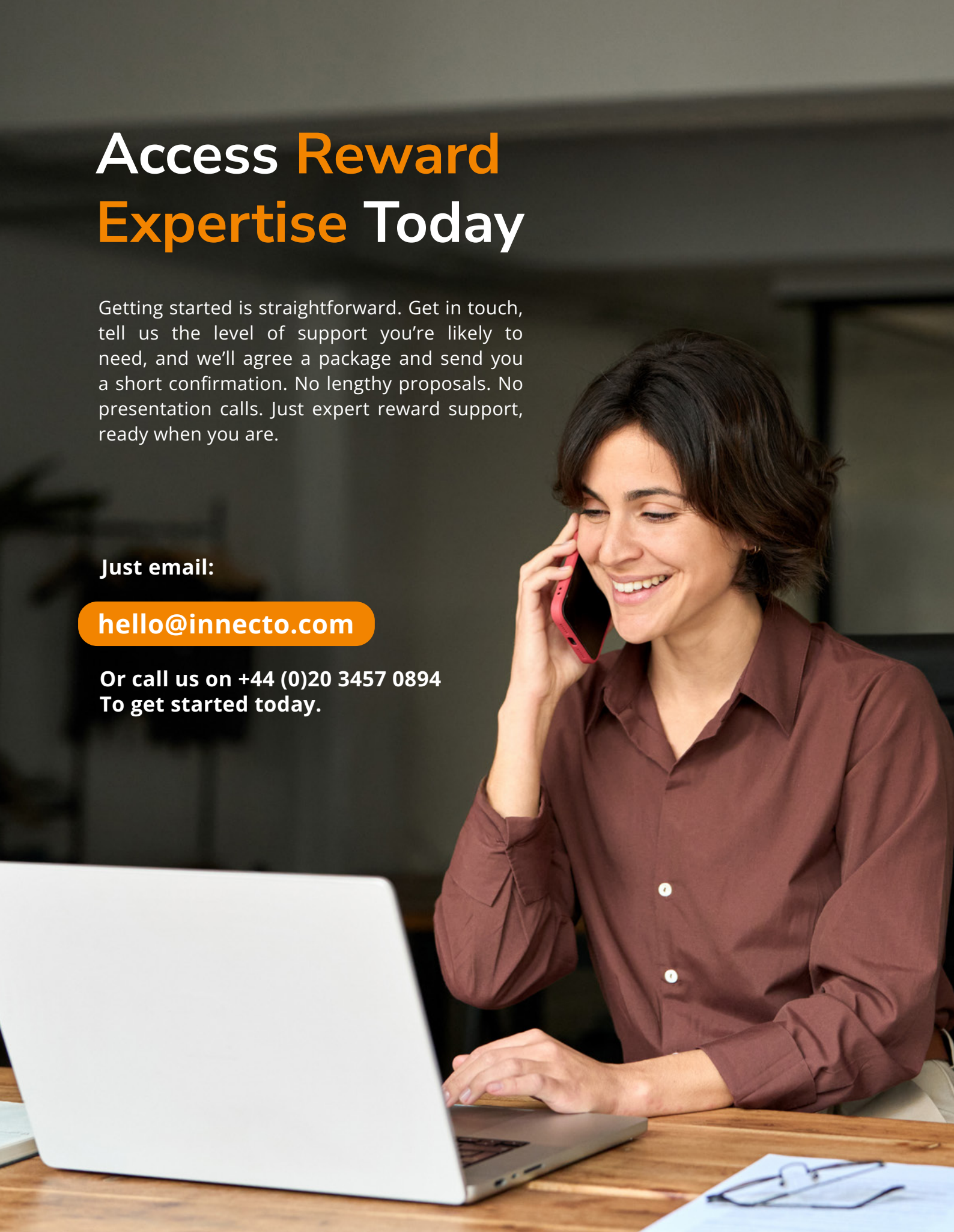
Access Reward Expertise Today

Getting started is straightforward. Get in touch, tell us the level of support you're likely to need, and we'll agree a package and send you a short confirmation. No lengthy proposals. No presentation calls. Just expert reward support, ready when you are.

Just email:

hello@innecto.com

Or call us on +44 (0)20 3457 0894
To get started today.



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