

Educ8tions Ltd.



Reward Strategy
(RS)
Apr 2018 – Apr 2019



Document Control

Document Title: Reward Strategy
Document Number: **G8C45**
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Change Authority: The Board of Directors

Change History

Version	Date	Reason for change	Change by
0.1	01 st August 2016	First draft	Vonley Joseph
0.2	02 nd April 2018	Updated	Vonley Joseph

Change Mechanism

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Educ8tions Limited

Developing People for Sustainable Careers

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Educ8tions Ltd reward strategy supports the Centres HR strategy of recruiting, rewarding, and developing excellent staff at all levels. It supports the achievement of excellence through attracting the best staff, and rewarding high levels of performance and contribution.

It underpins the sense of belonging throughout the Centre through fair treatment, clear processes, and shared terms and conditions of service. It is a dynamic strategy and will both lead and respond to cultural and other changes.

In particular, Educ8tions will:

- 1) Set pay rates fairly and in a manner which does not discriminate.
- 2) Provide pay and grading structures that support organisational needs.
- 3) Ensure that pay and grading structures continue to meet both Educ8tions need for flexibility and staff needs for career development.
- 4) Pay staff in accordance with their grade salary, as defined by job evaluation.
- 5) In addition to basic grade salary, reward performance based on a fair assessment and using agreed procedures.
- 6) Make necessary adjustments to pay to take account of market rates in accordance with agreed procedures.
- 7) Apply harmonised terms and conditions of service recognising their value (both explicit and implicit).
- 8) Offer/provide staff with a contributory pension scheme.
- 9) Provide a challenging work environment, where staff are encouraged to develop and acquire new skills and experience.
- 10) Provide a range of development programmes for staff.
- 11) Allow flexibility in working patterns to accommodate individual staff circumstances consistent with business needs.
- 12) Provide a varied benefits package, which reflects the variety of Educ8tions staff, ensuring that tax-efficiency savings are re-invested for the benefit of staff.
- 13) Review, research and consider new/emerging pay and reward initiatives and developments beyond Educ8tions.
- 14) Assessor, Verifier, Support Staff, Employer, Learner of the month- this will be assess via feedback from, 121-online-and Interviews Winner will receive
- 15) We will undertake an Annual Awards Day for learner's achievement and Employee, Employer & Learner of the Year. We will use 121, Interview notes, IQA Reports,

This Rewards and recognition strategies link into the Business Plan KBI's and Personal Monthly targets and Learner targets