



# PROJECT

## CLIENT REQUIREMENT



A global textiles manufacturer required culp to propose a solution for “rethinking remuneration” at the organisation. Sponsored by the CEO and HR Director.

## CULP SOLUTION



Analysis, research and Board presentation to mature remuneration and benefits (Rem&Ben) that will compliment talent objectives and shift away from traditional salary and benefits, developing competitive advantage.

## RESULT & IMPACT

A comprehensive analysis discovered opportunities to rethink rewards into a more agile, personalized and fair framework.

Opportunities included:

1. Improve transparency, fairness and trust with a job grading exercise and organisational Rem policy / Remco
2. Shift to CTC + flexible benefits for employee preferences
3. Integrate into performance management and L&D
4. Develop a maturing Reward & Recognition framework
5. Develop the finance and HR relationship for cost management and boosting reward efficacy



The remuneration structure was calculated, and competitor benefits analysis conducted using PayScale, Glassdoor and career websites.

**The Board approved the following recommendations:**

1. **Develop a Rem&Ben Strategy**
2. **Establish a Remco or relevant equivalent**
3. **Re-grade all jobs and benchmark salaries**
4. **Implement CTC + flexible benefits**
5. **Develop and implement a Reward & Recognition framework**

## LEARNINGS



Lets face it, money is important. Paying people fairly and slightly above the baseline removes the financial stress of day to day. Rethinking total rewards entirely so that employees can personalize their CTC with flexible benefits helps the organisation attract, engage, motivate and retain talent.

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