

Checklist

Want to attract and retain talented individuals? Have a look at your organization's remuneration structure.

If you've downloaded this checklist, you're wondering about the remuneration you offer your employees. That's a positive step.

Setting salaries in light of an organization's financial situation and employee profiles isn't easy. Given a labour shortage that has made the labour market increasingly competitive, you might think that pay is the bottom line for candidates. While salary is certainly decisive, quality of life and the fringe benefits and other advantages you can offer are just as important, and are worth highlighting and factoring into your calculations.

This checklist will allow you to assess your organization's remuneration structure, whether or not you have a remuneration policy to support it. You will also be able to produce job postings that showcase your organization's strong points, and to identify factors that will make employees want to stay with you.

EVALUATING YOUR ORGANIZATION'S REMUNERATION STRUCTURE

Do you have a remuneration policy? Yes No

If not, why not?

If so, how do you determine employee salaries?

Do your employees often ask for a pay review? Yes No

If so, what do you do?

Do you have high employee turnover? Yes No

If so, why?

Do you think you could improve your employee's remuneration conditions?

Yes

No

If so, which ones?

If not, why not?

Do you offer fringe benefits?

Yes

No

If so, which ones?

If you were an employee, what fringe benefits would be of benefit to you?

At the moment, does your organization offer those benefits?

Yes

No

If not, why not?

In pinpointing strengths and weaknesses in your current practices, evaluating your remuneration structure allows you to make concrete, constructive changes that will correspond to your employees' needs. More than just paying attention to what you pay, you are creating an employee retention strategy, and that's the next section of this checklist.

Does this initial evaluation indicate that your organization needs to change its remuneration structure if it wants employees to stay?

Don't wait to consult our Guide to Remuneration.

[Download our effective Guide to Remuneration](#)

PROMOTING EMPLOYEE RETENTION AT YOUR ORGANIZATION

What arguments do you use to attract and retain employees?

If you were an employee, would those arguments make you want to join, or to stay?

Yes

No

If not, why not?

What can you suggest that would enhance your brand as an employer?

Do you offer a career plan for your employees?

Yes

No

Do you offer training or career development opportunities for your employees?

Yes

No

Is the working atmosphere at your organization positive?

Yes

No

If not, why not?

Do you offer your employees flexible working conditions such as teleworking and flextime?

Yes

No

Do you offer team-building events?

Yes

No

Are your internal communications as good as they could be?

Yes

No

If not, what do you need to improve?

Do you think your employees are fulfilled?

Would you like to take time to talk about your response and strengthen your organization's human resources strategy?

Make an appointment with an expert, at no charge