**A tool to help develop reward strategy goals**

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| **Objectives** | **Importance** | **Effectiveness**  |
| Reinforce the achievement of organization goals |  |  |
| Recruit and retain staff of the required calibre  |  |  |
| Facilitate staff mobility and teamwork |  |  |
| Strong relationships between pay and contribution |  |  |
| Reinforces organisational values  |  |  |
| Motivating and engaging for our employees |  |  |
| Cost effective |  |  |
| Well-communicated rewards package understood by employees |  |  |
| Managed effectively in practice by line managers  |  |  |
| Efficient to operate/maintain  |  |  |
| Flexible, to react to change  |  |  |
| Others (please list)  |  |  |

Scale: 10 = high, 1 = low