

ADVISORY

CAPABILITY STATEMENT

Remuneration and Reward



ABOUT BDO

WE OPERATE IN MORE THAN 154 TERRITORIES SUPPORTED BY OVER 64,303 STAFF.

1,191
STAFF
10 OFFICES
162 PARTNERS
AS AT FEBRUARY 2016 NATIONAL TOTAL 1,353



OUR SERVICE

ACHIEVING THE OPTIMAL RETURN ON YOUR REMUNERATION SPEND

Today's business environment has changed dramatically from that experienced during the boom of recent times. Organisations are no longer able to rely on rising prices to increase their earnings; accordingly labour productivity is seen as one of the keys to improving business performance.

We know that business success in the large part depends on the performance of one's employees. In labour intensive industries human capital costs account for 25% to 40% of operating costs. Labour therefore represents an obvious starting point when seeking to improve productivity in a sustainable manner.

Directly tied to labour productivity are the many elements of 'Reward'. Our Reward Service offering considers the total proposition employers offer to their employees, this represents financial as well as non-financial benefits.

We provide a range of **specialist remuneration and operational improvement services** to assist, retain and motivate the right calibre of individual in an affordable and cost sustainable manner.

WHY BDO?

LOCAL KNOWLEDGE, GLOBAL REACH

Our Perth office has **22 Partners** and over **240 staff**. Our focus is to support and work with iconic Western Australian organisations ranging from large corporate organisations, private businesses, families, Government and not for profit organisations, across a wide range of industry sectors.

Our deep expertise spans multiple specialist services including:

- Strategic and Management Consulting
- Corporate Finance
- Fraud and Forensic Services
- Corporate & International Tax
- Indirect Tax
- Private Client Services
- Risk Advisory and Internal Audit
- External Audit

Our Advisory division has five Partners and is one of the largest in Perth providing expert insight on a range of services across Management Consulting, Corporate Finance, Risk Advisory Services and Forensics.

MULTI DISCIPLINARY EXPERTISE

Labour productivity is a function of many organisational aspects and therefore draws on the expertise of a variety of disciplines and service lines, from operational excellence and organisational design to remuneration, reward, employment tax and process audits (to name just a few). In light of this, only a truly **holistic approach to improving labour productivity and generating an optimal return on your remuneration dollars** is going to result in positive and sustainable business results.

BDO has recognised the powerful synergies that are created when our business lines work collaboratively giving you access to thought leadership, in-depth expertise, market knowledge and insight in addition to our established market remuneration databases, tools and frameworks.



OUR CAPABILITIES

We are uniquely placed to assist our clients implement innovative and effective solutions:

Our methodologies are devised with a detailed knowledge of Australian industry requirements and real-world HR remuneration needs.

Our Reward Service offering considers the total proposition employers offer to their employees which represents financial and non-financial benefits, and offers a range of specialist remuneration and operational improvement services to assist business attract, retain and motivate the right calibre of individual in an affordable and cost sustainable manner.



Represented graphically above, our rewards services framework covers the following areas:

REWARD STRATEGY, POLICIES & PROCEDURES

- Reward strategy design, review, policy and procedure
- Retention programmes

EXECUTIVE AND BOARDROOM PAY

- Remuneration strategy review and development
- Market review and comparator group reviews
- Short and long term incentive scheme design
- Preparation of the remuneration report

REMUNERATION STRUCTURE AND PAY SCALE DESIGN

- Remuneration audits
- Development of company wide pay structures
- Management of salary review process

INCENTIVE SCHEME DESIGN

- Executive short and long term incentive plans
- Equity based plans
- General staff incentive and annual plans

EMPLOYMENT TAX SERVICES

- Salary packaging
- Equity based schemes
- Fringe benefits Tax
- Superannuation guarantee
- Payroll Tax

JOB MEASUREMENT

- Job evaluation using the Patterson Methodology (correlates to all major grading systems)
- Design and implementation of customised job evaluation systems
- Development of Job Evaluation Policy and Procedures
- Quality assurance of job evaluation structures

VALUES AND CULTURE

- Organisational culture and climate assessment
- Culture and climate audit
- Culture change design and process facilitation
- Values alignment

PERFORMANCE MANAGEMENT

- Performance Management Design
- Performance Management Audits
- Scorecard development

JOB AND COMPETENCY DESIGN

- Job analysis and design
- Development of job descriptions
- Competency based profiles and modelling

REMUNERATION AND PRODUCTIVITY ANALYTICS

- Framework based analysis focussed on the effective management of labour to drive business growth, profitability and sustainability
- Labour & productivity market survey - to determine an organisations productivity profile and how it compares to peers.

OUR LEADERS

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