

# MARCH 2018 CROSS GOVERNMENT EVENT ON WIDER REWARD

**Wider reward means considering all benefits employers offer to staff as a reward package, including pay, pension benefits, and even non-financial benefits such as flexible working.**

**GAD arranged this event in recognition of the increased interest amongst clients in these concepts. The event offered a forum for departments to come together, share ideas and gain insight into the successes and challenges experienced across government.**



Jeanette Johnson

## Who attended?

Participants in the event included representatives from various government departments including: GAD, HM Treasury, Ministry of Defence, Department of Health and Social Care and Cabinet Office.

## What was covered?

Several presentations and two break-out sessions allowed delegates across the room to share their own thoughts and concerns on the theme of wider reward.

Speakers addressed a range of topics including:

- aims and challenges in setting reward strategies;
- practical insights from planning and implementation;
- workforce characteristics that shaped key decisions;
- examples of analysis to value reward packages;
- benefits of collaborative working and sharing ideas;
- ideas and plans for the future.

The first break-out session focussed on designing and valuing reward and flexible benefits packages. Most departments recognised the potential for significant gains from offering alternative benefits via: increased employee appreciation; and remaining competitive with non-government employers. It was noted that benefit packages should allow for cost-effective implementation and fit within government's overall reward policy framework.

Picking up on recognition of the importance of employee appreciation and understanding, the second break-out session focussed on communicating reward packages. A major theme was that public service staff often do not realise that their pension benefits are generally more valuable than alternatives offered by private sector employers. This is in part due to the complex nature of defined benefit pension schemes. More could be done in this area to help employees better appreciate the value of the benefits they are already paying for.

## What were the outcomes?

Those attending were able to take away the many thought-provoking insights that had been shared; additionally, the discussions clearly demonstrated an appetite to explore this topic more widely.

The event also highlighted the support available from collaborating with other departments. For example, GAD was able to showcase our work with departments including on:

- placing a value on reward packages;
- developing effective communications for reward packages;
- offering quality assurance on departments' work (such as elements of pay policy).

If you would like further information on how GAD could assist you in this area please contact [Alan Dorn](#) or [Jeanette Johnson](#).

## GAD contacts

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For details of our management team and office address please visit: <https://www.gov.uk/gad#people>

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