Reward Heads

Using our heads to solve your Reward challenges

Reward Heads is a small but highly impactful, UK-based Reward consultancy offering bespoke solutions to a wide range of Reward challenges. We work on projects including salary benchmarking, job evaluation and levelling, benefits and bonus reviews, gender pay gap reporting, pay policies and modelling, Reward strategy, surveys, and more across a range of sectors.

We're a team of eleven, all working remotely. This helps us keep down overheads like a large office space, meaning that we can offer you a better price and bring you talent you may not be able to afford long-term. But more than that, it allows us to recruit experienced, knowledgeable Reward professionals without the limit of location and to live our values by offering our team flexibility and a contract that works for them.

Our team have a broad range of expertise and bring with them a rich history of in-house Reward experience. We keep our knowledge and skills up-to-date through constant learning to provide you with the best solutions tailored to your organisation. We have a large client list and frequently run well-attended, sector-specific forums providing up-to-date practical knowledge, which you can learn more about here.

One of the USPs of Reward Heads is that we don't have a typical assignment. While 80% of Reward may be the same, it is the 20% that is critical and specific to the client, their sector, where they are in their lifecycle, their demographic, and so on. While we learn from every assignment, each one is bespoke. We have a Reward framework which we personalise for clients in terms of level and language, and behind that we will sit whatever data we feel is most appropriate for each client, but we don't push one provider. While we review benefits and benefits providers, we are not a broker and recommend the best provider for each client.

We don't simply "present-and-go". Rather, we work as part of your team and seek to understand your organisation so we can recommend and implement the best approach for you, taking into account your culture, your strategy, and your needs as an organisation. As well as scoped projects, we often are asked to 'embed' in a client organisation and be their Reward team.

See our impressive client list from 20 to 90,000 employees, UK-based organisations, many with global reach, across a range of sectors with particular expertise in retail, hospitality, healthcare and not-for profit here at Reward Heads Clients.

We also offer a resourcing service to help you recruit Reward professionals for your organisation, which you can learn more about here. If you'd like to learn more about various Reward-related topics, or organise coaching for your team, we offer a variety of coaching courses which you can learn more about here.

To discuss how we could help with any of your Reward challenges, contact us at rewardsolutions@rewardheads.co.uk.