

Reward and Performance at PwC

Supporting the attraction, engagement, and retention of key talent that drives business strategy and execution.

The big agendas for reward and performance



Our range of reward and performance services

Reward strategy		Performance management	
Transactions and deals		Research, data analytics and benchmarking	
Incentive plans		Communication and change	
Performance metric selection and calibration		Board Advisory and corporate governance	
Valuations and financial modelling		Stakeholder consultation	
Tax, legal and accounting advice		Remuneration reports and disclosure	
Design	Implement	Manage and support	

How we partner with our clients to deliver value...



Design

- Build total reward strategies that support organisational objectives, align performance and create value for shareholders
- Structure executive (and non-executive director) remuneration frameworks that are strategically aligned and market leading
- Create executive employee and sales incentive programs that drive productivity, behaviours and employee engagement
- Design strategically and culturally aligned performance management approaches
- Ensure performance and reward frameworks contribute to attraction, retention and staff motivation.



Implement

- Develop informative, simple and engaging documentation to explain reward arrangements, incentive plans, and performance management systems
- Develop clear and appropriate transition plans to move between existing and future reward and performance arrangements
- Build effective communication and change strategies to ensure real behaviour change through a leader-led engagement process
- Provide advice and develop strategies for engaging with shareholders and advisers.



Manage and support

- Conduct benchmarking of remuneration and structures to ensure market competitiveness, both in Australia and globally
- Ensure reward plans are based on real insight, robust data analytics/modelling, and operate efficiently and effectively from an accounting, legal, tax and corporate governance perspective
- Inform and support compliance with new and emerging legislation and corporate governance requirements
- Provide ongoing guidance to Board Remuneration Committees
- Consultation with stakeholders, proxy advisors and institutional investors.



Thought leadership and global market intelligence

We draw upon the considerable knowledge of PwC globally, and aim to be first to our clients with high quality overviews of what they need to know and do – and we consistently deliver.

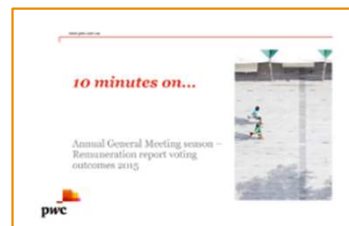
Executive remuneration trends



Performance management



Remuneration Report voting outcomes



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