

STANDARD BENEFITS

Nom de l'entreprise : Innpact S.A.

Secteur d'activité : Activités financières et d'assurance

Catégorie de l'entreprise : PME

Description de l'action

Benefits are only in relation to level of function and seniority, never to age, gender ...: pension plan, additional health insurance, seniority gift, additional holiday after 10 years at Innpact. There is a standard package based on the level of function. Participation to ESOP is based on bonus to be invested, but not on the level of function.

Contexte

Remuneration policy is defined according to the level of functions. Levels are linked to skills and experience. Everytime there is a change of level for an employee, the company applies automatically the benefits in relation to the level of function.

Objectifs

Standard policies and procedures, transparent communication and standards easy to apply - Fair remuneration policy.

Approche

Remuneration policy is defined according to the level of functions. Everytime there is a change of level for an employee, the company applies automatically the benefits in relation to the level of function.

Impact

Trust and commitment

« A faire »

Apply the standard rules to all employees