

## PERSONALISATION OF PAY

- Some organisations are considering more **personalisation of pay**. For example, some workers might choose a lower base salary if it comes with more paid time off.
- In addition, organisations are considering how to better differentiate performance related pay. Culture Amp, which develops employee engagement tools, high performers respond more strongly to recognition than lower-performing peers, so something like **clear delineation between standard pay rises and merit-based increases will help them see the return on their efforts**.
- FT: 2023 workplace trend: Personalised employee experience