Reward Leaders Forum

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How the Romans did it . . . .

Payscales for different grades of Roman soldier in Auxiliary units

Cohors - Infantry units   *Ala* - Cavalry units

PAY SCALE (X basic pay)	COHORS RANK (infantry) in ascending order	AMOUNT (denarii)	ALA RANK (cavalry) (in ascending order)	Amount (denarii)
1 X caligati –'rankers'	**Pedes** infantryman	188	**Gregalis** ala cavalryman	263
1.5 X sesquiplicarii 'one-and-half-pay men'	**Tesserarius** corporal	282	**Sesquiplicarius** corporal	395
2 X duplicarii 'double-pay men'	**Signifer** centuria standard-bearer **Optio** centurion's deputy **Vexillarius** cohort standard-bearer	376	**Signifer** turma standard-bearer **Curator** decurion's deputy **Vexillarius** ala standard-bearer	526
Over 5 X	**Centurio**(n) centuria commander **Centurio princeps** chief centurion **Beneficiarius** deputy cohort commander	940 +	**Decurio** benefici = turma commander **Decurio princeps** chief benefici **Beneficiarius** deputy ala commander	1,315 +
50 X	**Praefectus** or **Tribunus** cohort commander	9,400	**Praefectus** or **Tribunus** (ala commander)	13,150

Infantry *Cohors* were divided into *centuria* (centuries) of 80 men under the leadership of a *Centurio* (Centurion)
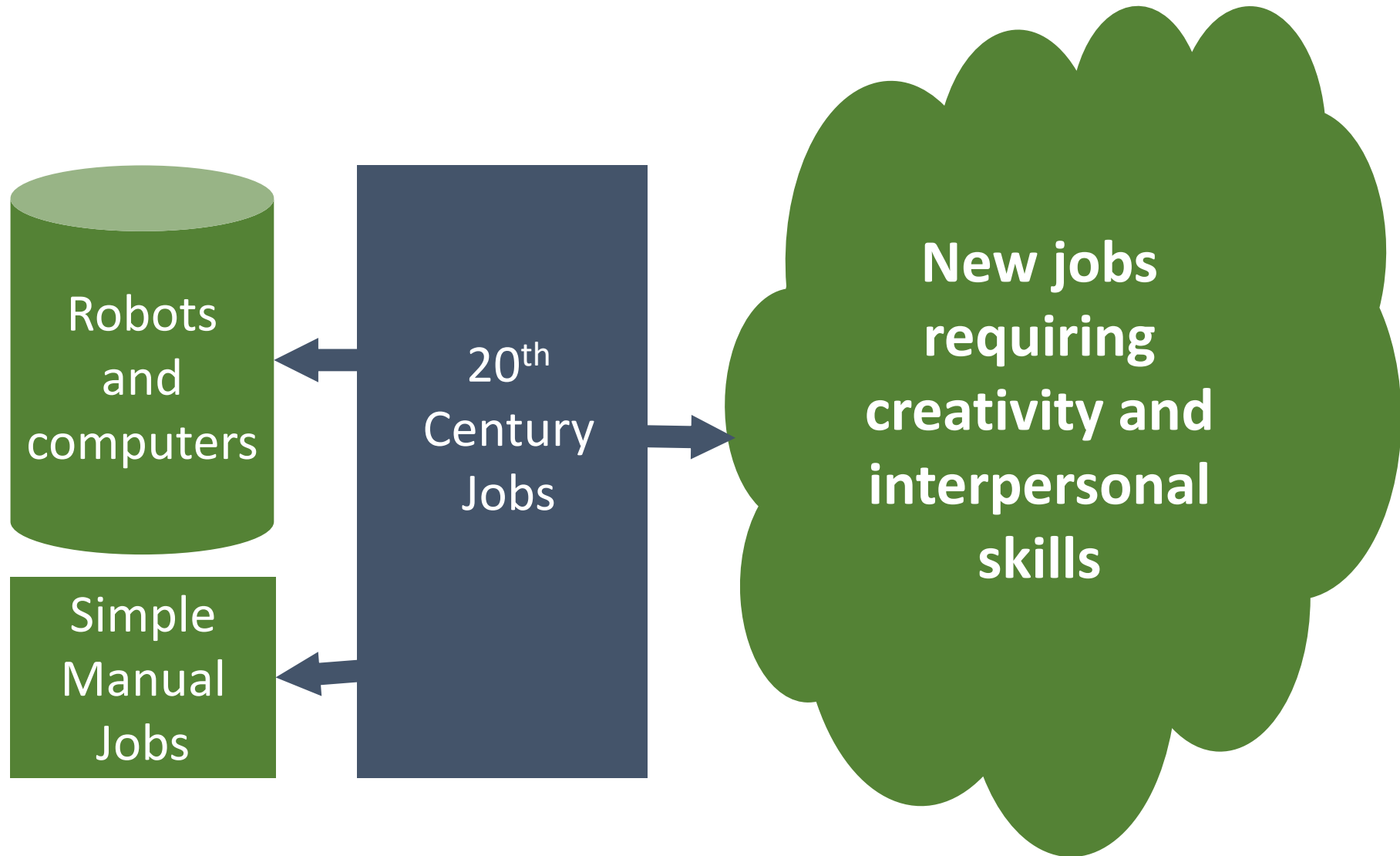
Cavalry Ala were divided into *turma* of 60 men and their horses under the leadership of a *Decurio* (Decurion)
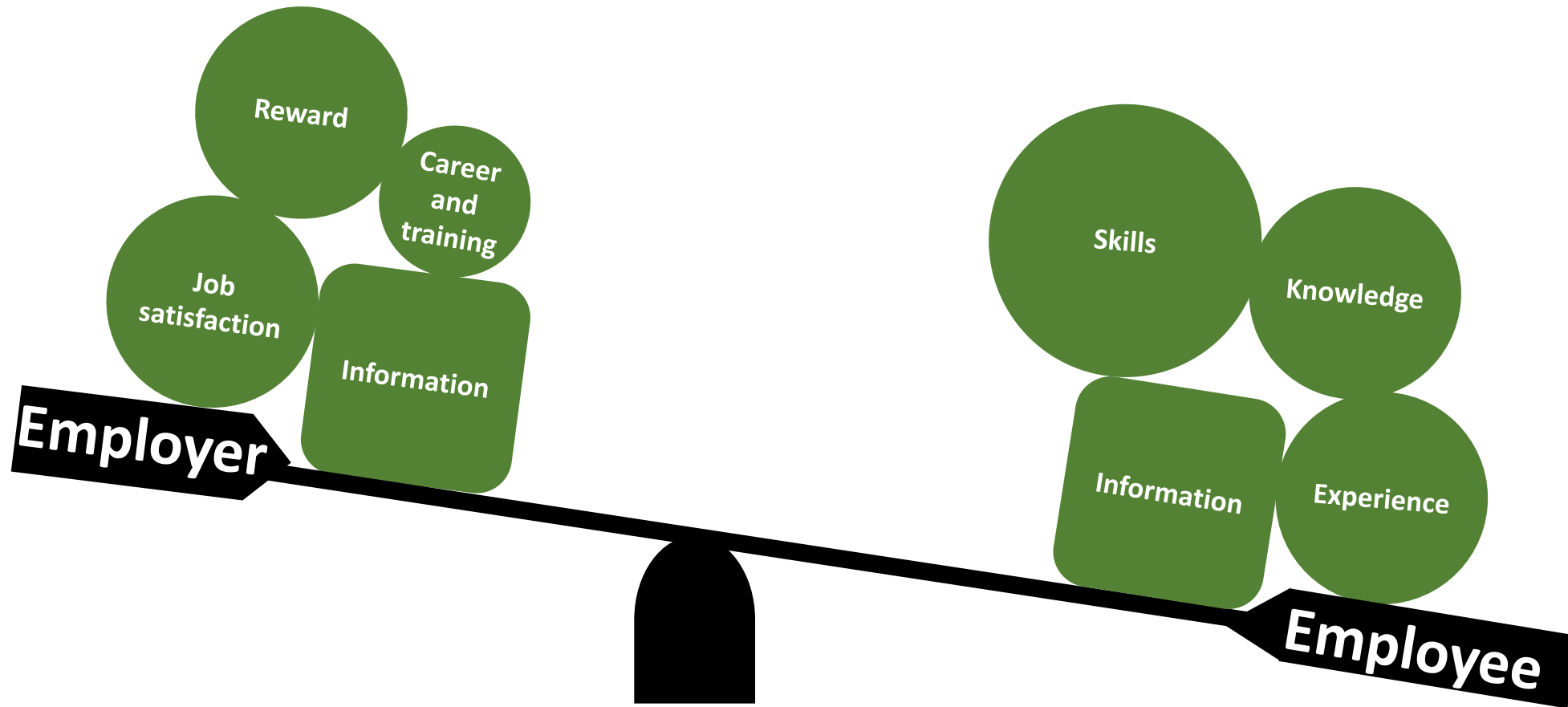
Money has changed
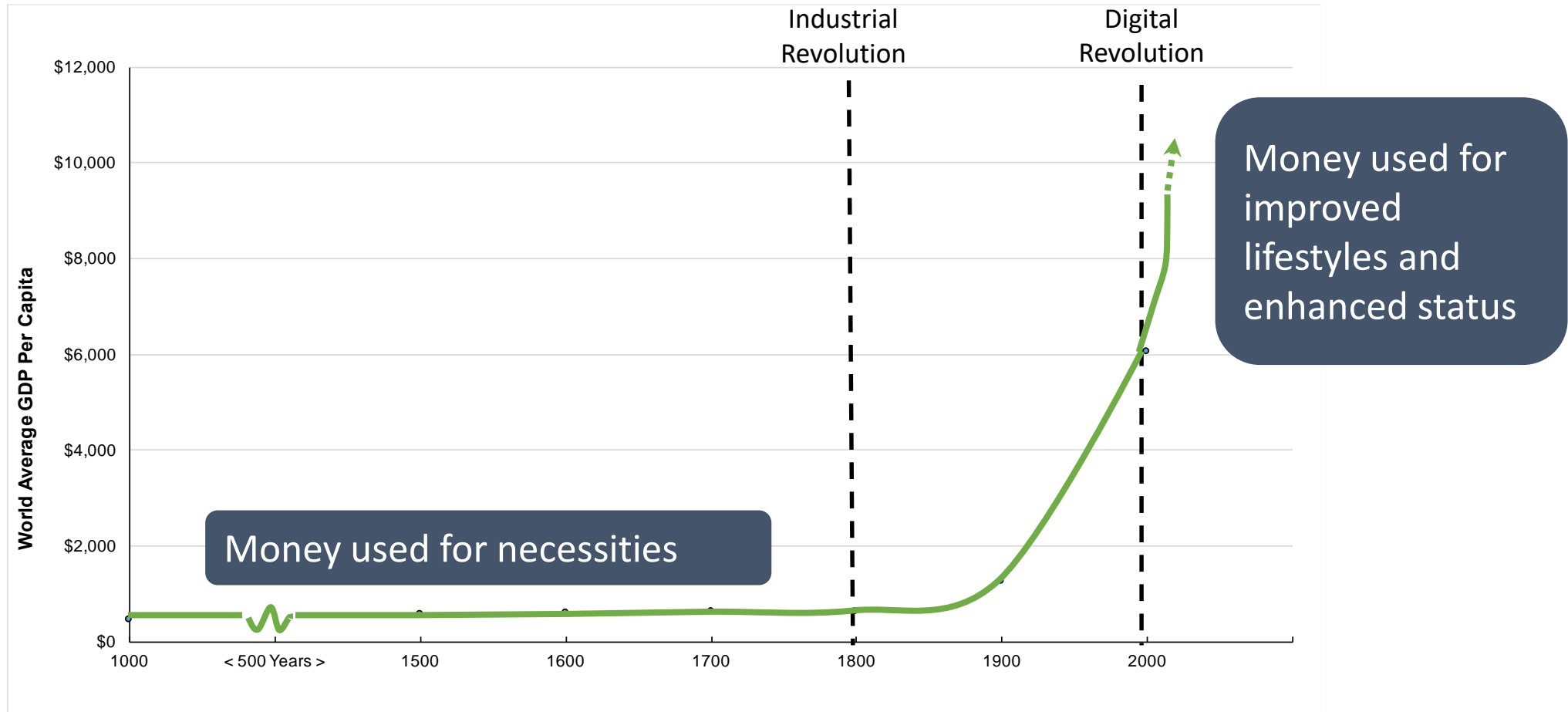
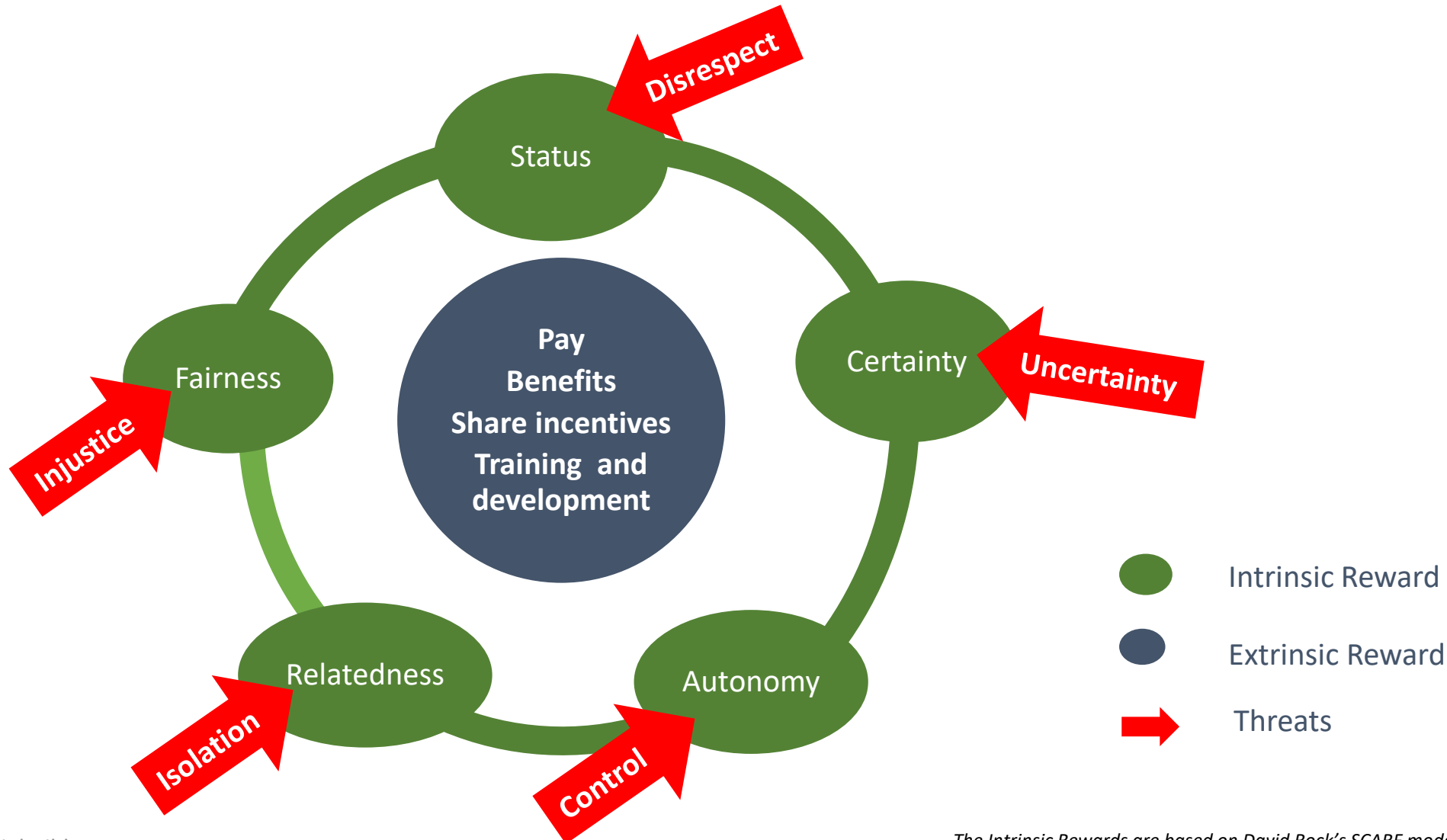The GDP numbers are from the "Maddison Project" based on the work of the economist Angus Maddison.

2

Jobs are changing

Robots and computers

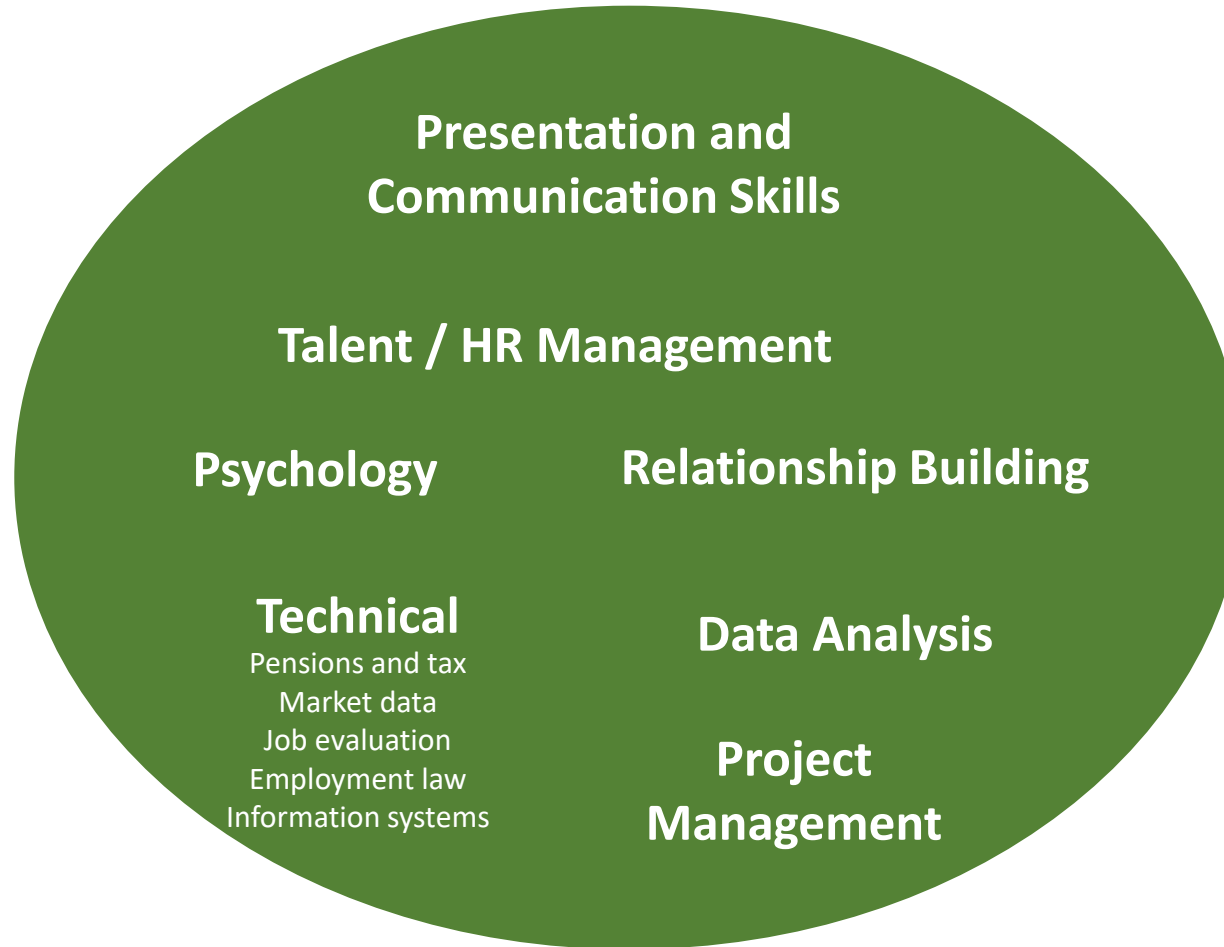Simple Manual Jobs

20th Century Jobs

New jobs requiring creativity and interpersonal skills

The employment relationship is changing

The psychology of reward

The Intrinsic Rewards are based on David Rock's SCARF model

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5

Reward management capabilities

Digital age capabilities

Presentation and Communication Skills

Talent / HR Management

Psychology

Relationship Building

Technical
Pensions and tax
Market data
Job evaluation
Employment law
Information systems

Data Analysis

Project Management

1. Connect reward with talent models

Talent Model

Reward approach

Talent Model		Reward approach
Career model	Long-term career opportunities are available for those who develop within the career path	A pay framework that rewards expertise and progression through the career path
Market model	Skills are available and long-term career opportunities with the employer are limited	A single rate of pay aligned with the external market
Retention model	The job requires specialist skills that are not readily available in the external market	Low starting pay that increases incrementally as the employee gains in expertise in the job
Contribution model	The job is flexible/broadly defined and the capabilities of the employee have a big impact on the results achieved	Pay is varied according to the contribution that the employee makes

7

2. Clearer objectives for performance pay
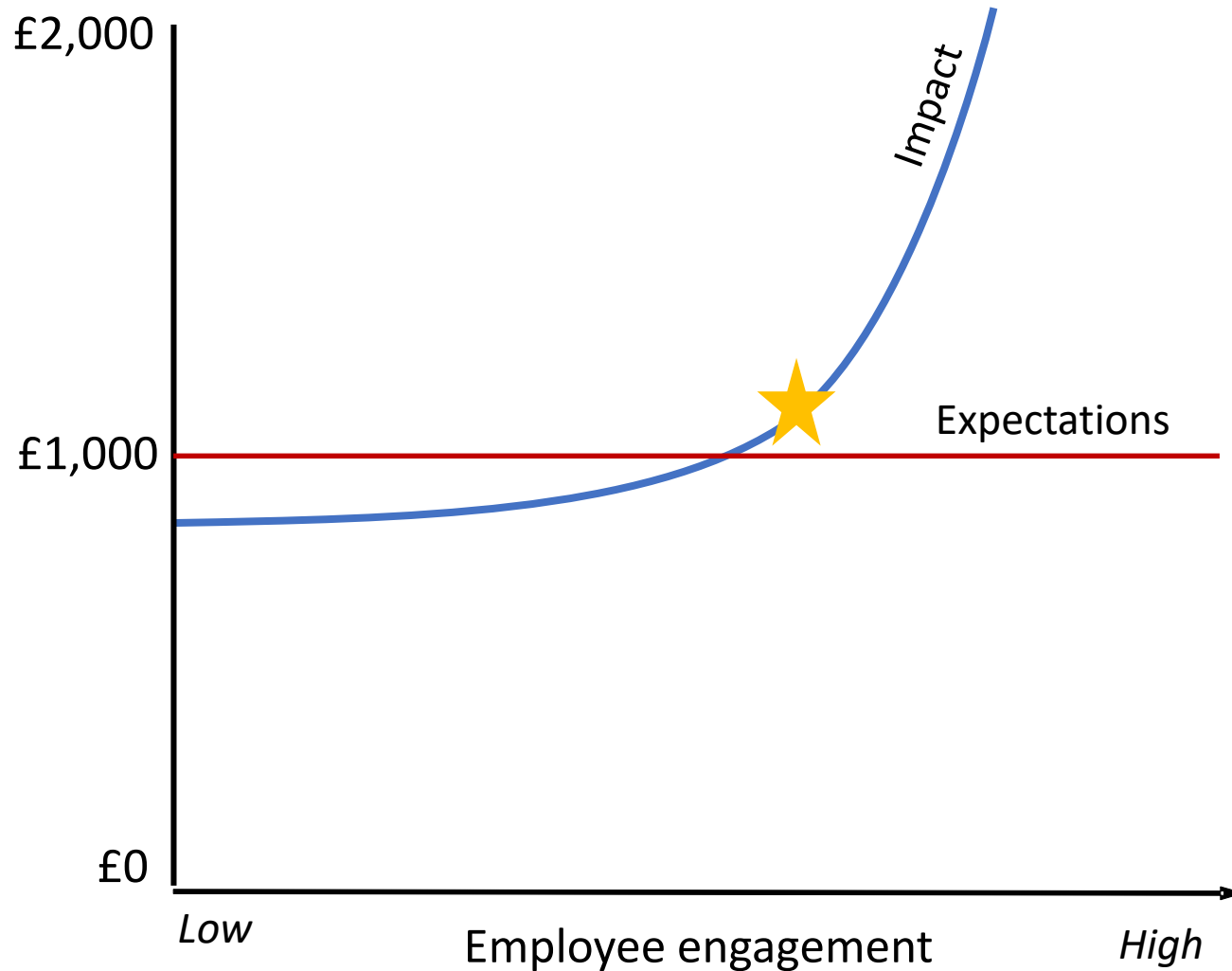
Possible objectives

Easy

1. Reflect market practice and recruit and retain talent

2. Align reward with organisational performance and communicate priorities

3. Reward employees fairly, based on their individual contribution

4. Create an incentive for improved performance

Difficult

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8

3. Manage expectations