



**Rem Com Academy**  
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# KEY CHALLENGES

Do your reward programmes....

Drive employee productivity?

Demonstrate Fairness, Equity and Transparency and legal and regulatory compliance?

Maximise business impact of compensation spend ?

Align with your business value drivers?

# KEY CONCERNS

Information and process inadequacy issues - (The Ventana Research Value Index : Total Compensation Management 2014) - that inconsistent execution is the top impediment to effective compensation management for nearly half (47%) of organizations)

More than 50% of organisations using spreadsheets....to run a business processes that accounts for up to 60% of a Company's balance sheet?

# LEVERAGING TECHNOLOGY

As a SAAS application enables you to share best practice with the user community

Automation enables participants to manage the outcomes not the process

Ensure governance in line with philosophy/policies

Demonstrate the business impact of compensation spend

Effective calibration of always current data for compensation analysis (market data, employee data, performance, talent, equal pay reporting, people cost) & accurate historic reporting ability to identify trends,

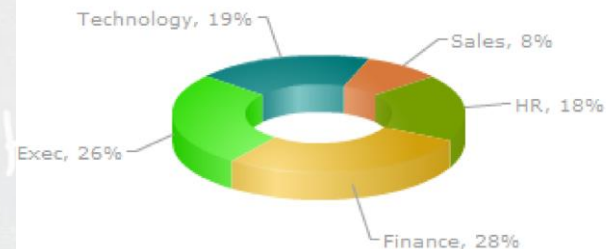
# REPORTS

## Salary Increase Analysis

Avg Increase by appraisal rating

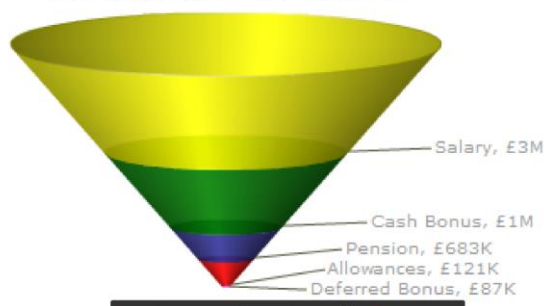
	All Staff		
	All Staff	Existing Staff	2013 Joiner
5	15.5%	14.8%	21.9%
4	10.4%	10.5%	10.0%
3	5.5%	5.5%	5.8%
2	2.2%	2.3%	1.8%
1	1.5%	0.4%	2.9%
ALL	6.1%	6.5%	5.0%

## Bonus Allocation

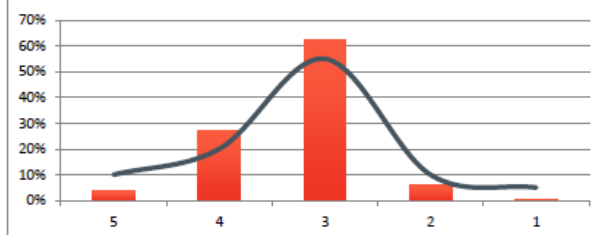


## Total Compensation Break-down

Total Compensation Cost - 2010, £5M



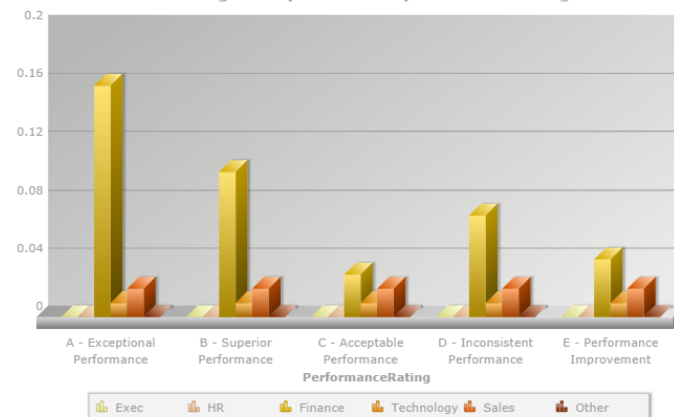
## Distribution of Appraisal Rating



## Gender Analysis - Average Salary by Job Grade



## Average salary increase vs performance rating





Taking care of compensation