



# Remuneration

## A game-changer in remuneration

### Take the pain out of your salary review process

Every employee deserves to be paid in a fair and market-competitive manner – this is critical for retention. However, employee remuneration and compensation reviews are a complex and often emotional process; they can place huge pressure on the HR team.

Whether it be salary increases, complex incentives or bonuses, with Remuneration you can be assured that your budget is managed, policies are brought to life, data is secure, reporting is timely, accurate and insightful. Just as critically, the message to the employee via a letter or email is correct and personal.

### Other modules also available in ELMO Retain



Performance Management



Rewards & Recognition



Succession Management



#### Budget Modelling and Workflow Management

The outcome is a remuneration review process on time and on budget.



#### Bring Organisational Policies to Life

Empower your managers to make more informed and consistent decisions.



#### Real-Time and Configurable Reporting

Build your own reports, select from a library of reports or have bespoke reports created for you.

## Key Benefits

Remuneration is designed for your organisation whether your remuneration requirements are straight-forward or complex. Remuneration gives those managing the process full visibility and control whilst still allowing involvement of all levels of management. Real-time visibility of decision-bottlenecks and budget progress helps HR and senior leaders easily intervene and push along the process if required.

Remuneration also provides the ability to bring your policy to life through rules-based controls, aligning decision-makers with your key remuneration initiatives and removing HR from the need to act as the "policy police". Automated production of letters using rules-based content sets your Remuneration team free, allowing decision-makers to produce letters at point of distribution without any fear of inaccuracy or unauthorised content.

With Remuneration you can say goodbye to your spreadsheets as it provides a single source of truth with user-defined access and a high level of data security and complete data accuracy.



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## Key Features

- ✓ Simplified data upload and download functions
- ✓ Flexible organisation hierarchy and matrix based reporting lines
- ✓ Real-time standard and 'build your own' reporting
- ✓ Rules-based automated letter production for distribution and electronic filing
- ✓ Impersonate/Shadow functionality allowing HR to support end users
- ✓ Policy management through rules-based controls
- ✓ Range of matrix and modelling options to support strategic initiatives
- ✓ Business rules to guide managers adherence to company policy via traffic lights
- ✓ Ability to manage complex and multiple remuneration structures considering local conditions for elements such as superannuation/pension plans, benefits and allowances
- ✓ Management of a discretionary or complex bonus and short-term incentive (STI) and long-term incentive (LTI) plans
- ✓ Multiple currency management and single currency consolidation

## Great alone, better together!

Harness additional benefits from Remuneration by adding these complementary modules:



### Performance Management

Review employee performance to provide more informed context for remuneration decisions.



### Succession Management

Gain better insight into who has been earmarked for future roles in your organisation and ensure they are being appropriately remunerated throughout their career path.



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