

# REMUNERATION PLANNING

## **REMUNERATION PLANNING**

Remuneration Planning Reports produces information on the industry comparison & package while Remuneration Planning Audit is to audit and/or control to the package and benefits reimbursement.

This module enables a company to manage sophisticated compensation and benefit structures, and is specifically linked to several point systems such as the Hay or Moses evaluation system, with the added facility to conduct a "what-if" analysis.

### **Unlimited Salary Components**

The function allows remuneration planners to construct salary packages for employees showing actual costs of package components and total benefit of the package to an employee.

It allows unlimited number and variety of salary-package components to be implemented into employee remuneration including motor vehicle, insurances, bonuses, incentive plans, housing subsidies, company loans, super-annuation, dependant benefits, etc.

### **Forecasting through Data Analysis**

The area of Forecasting deals with the detailed analysis of present remuneration versus desired remuneration and is looked at in three areas.

The Survey Data to Structure Analysis feature allows comparison of external (or internal) survey data to present structure to occur.

Data Analysis feature allows survey data to be assessed for movements and changes from previous years etc. against the present structure.

Grade Analysis feature allows present structures to be reviewed for grade fluctuation for all positions contained in the structure.

Structure Analysis feature allows full examination of relationships between previous positions and structure to the planned structure and creates percentage structures to meet organizational calculation requirements, eg. mid-point plus or minus 20%.

Forecast Analysis allows modeling on a "what if" situation for individual or group salaries against pre-set performance limits applied in remuneration terms.

The What-If Analysis is used to assess anomalies of either present performance to remuneration or proposed remuneration to position structure.

### Salary Packaging

After completion of "what if" manipulation, it enables the authorized user to provide electronic and hard copy structures, forms and forecast information for higher review and approval, and *implement* the new policy either across the board, for a specific unit, specific classification / award or individual person.

On final approval, it allows immediate updating of salary and allowances data from Personnel Admin module with a future start-date and/or ending date

The screenshot displays the 'Employee Selection' application window. The main window title is 'PACKAGE ADD/CHANGE'. At the top, there are menu options: Action, Edit, Block, Field, Record, Query, Window, Help. Below the menu is a toolbar with various icons. The main area contains several input fields and a table.

Fields at the top include: FE106, Package Add/Change, PT CYCLOPS DEV DB, 8.2, and 22-OCT-2001.

Employee information fields: Employee (M00012), Job (01), Name (Pohan, Fifie).

Package details: Package Start, Package Point, Model#, Total Effective Date.

Benefit	Benefit Value	FBT Value	Total Value

Salary Effective Date, Base Salary.

Record: 1/1

Windows taskbar: Start button, system tray, Employee Selection, 3:39 PM.

Salary Packaging screen

Record Industry Comparison accommodates industry benchmarking in maintaining salary package defaults, salary range, survey result data input, position allowance, Hay Policy Line, salary rating, and forecasting analysis survey.

The Process Salary Packages is to establish remuneration package modeling, package top down, package bottom up, and the salary package difference.

The Manage Benefits is to maintain the related factors of benefits entitlement, reimbursement, and employee education benefit claims.

The View Benefits / Salary Packages enable to display the package, benefits, and benefits entitlement and reimbursement.