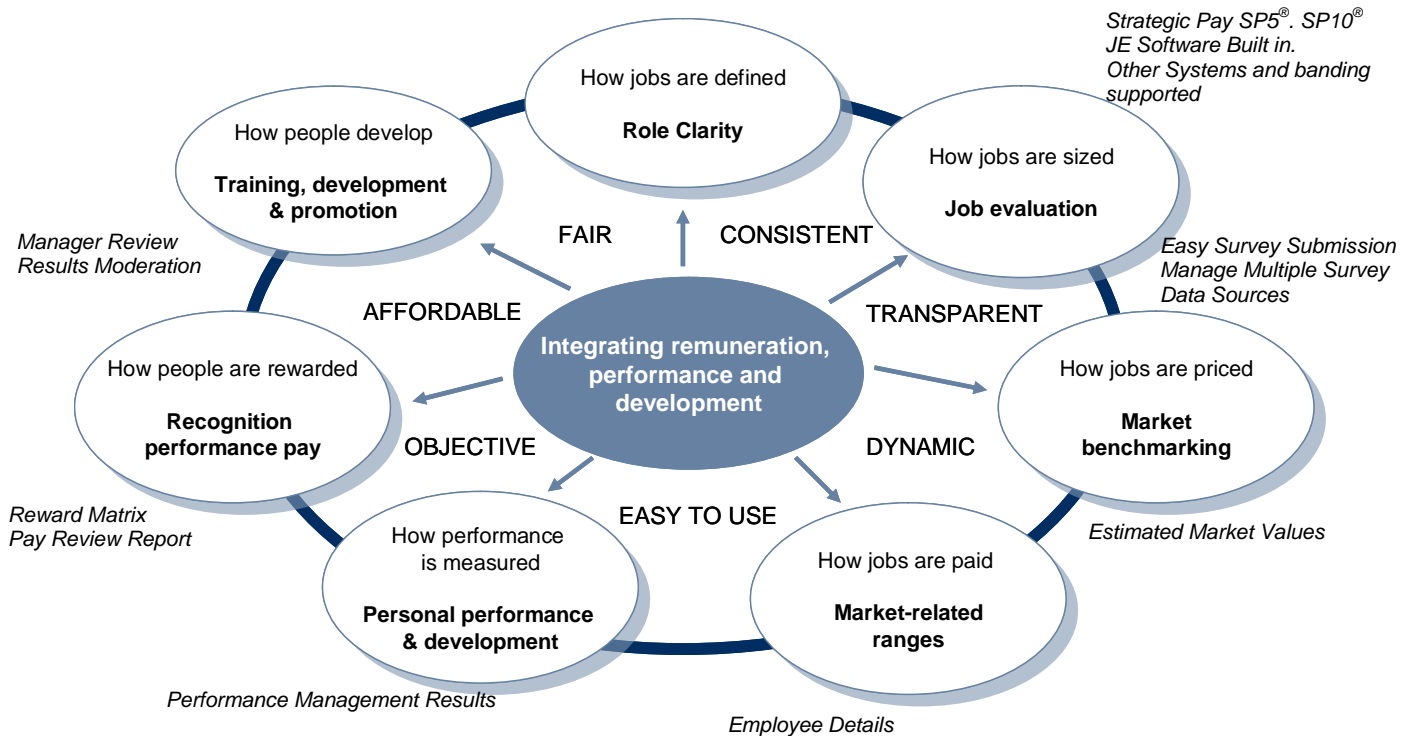


## RemWise® – a Tool for Managing Remuneration

Strategic Pay has developed the model below as a tool for understand and communicating the relationships between the various elements of remuneration and performance in managing human resources.

The Strategic Pay salary management tool - RemWise® - follows the themes in the model below:



The various aspects of RemWise® are featured around the outside of the diagram to indicate where they support your remuneration processes.

RemWise® has been designed to make life easier for busy HR departments:

- > The settings can be customised to suit the client organisation
- > Market survey data can be imported to minimise the need for detailed data entry
- > Range of reports for management and employees:
  - Job sizing (whether derived from job evaluation, benchmarking or slotting or some other form of banding system)
  - Market benchmarking
  - Salary review communication
  - System performance (e.g. ratings distribution)
- > Detailed analysis of remuneration costs
- > Automated salary survey return