

Case Study



The Employers and Manufacturing Association New Zealand (EMA)

ABOUT THE BUSINESS

The Employers and Manufacturers Association (EMA) is part of a nationwide network that includes BusinessNZ, Business Central, Canterbury Employers' Chamber of Commerce and Business South. They have offices in Auckland, Hamilton and the Bay of Plenty. The EMA supports businesses through advice, learning and advocacy to create a business environment where their members across all sectors and industries can recover, transform and grow.

THE GOAL

The EMA approached Strategic Pay to develop a single, comprehensive remuneration structure that could be introduced into the organisation. Marcus Hong, Technical Consultant and Cathy Tucker, Consultant worked closely with the Head of People & Support Services to understand the objectives.

The goal was to help simplify the remuneration process, ensure market competitive pay, and create a more structured approach.

WHAT WE DID

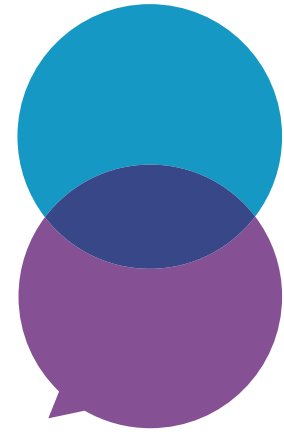
The EMA have approximately 65 unique roles. The first step in the project was to create a job matrix for these roles, showing the relative size of the jobs. A full job evaluation was conducted for approximately half the positions, and the remaining roles were mapped to the framework.

Market data was analysed for the positions, and the existing rates of pay for all employees were reviewed against the external remuneration market. The practice of job sizing, the relevant external market comparator, and the link of performance to pay were incorporated into a remuneration policy for the EMA.

THE RESULT

Training was provided to two of the EMA's employees on job evaluation methodology and how to utilise Strategic Pay's specialised software RemWise effectively. RemWise provides detailed analysis of remuneration components including performance and market data. This internal expertise means the EMA will be more self-sufficient in maintaining the EMA's remuneration framework and conducting their annual salary review process.

"It's been a pleasure working with the team at the EMA to develop their new remuneration framework. The outcomes of the project mean the organisation has a solid remuneration structure and the tools and knowledge to maintain that structure."



"The Remuneration policy we developed was refined, contextual and fit for purpose. We recognised that different functions of the business won and lost employees from different sectors of the market, and therefore designed the policy to encompass the range of roles and their differing remuneration components."

MARCUS HONG

Contact Strategic Pay to arrange a consultation for your organisation's strategic remuneration needs.