

## RemWise® vs DataWise®

Function	RemWise®	DataWise®
Short explanation	Fully integrated remuneration management tool based in excel	Remuneration policy and key market information management tool based in excel
Organisation size	Medium to Large	Small to Medium
Job evaluation	SP10, SP5 and JobWise full profiles. Ability to create new job evaluations and print off statements	SP10, SP5 and JobWise full profiles. In some cases you can be trained to edit/update your own evaluations
Remuneration Policy	Ability to set multiple policies and model cost to implement	Typically used to align to one to two policies and this is managed by Strategic Pay consultant following consultant engagement. Able to view PIR etc.
Employee data management	Full functionality	Ability to see base pay, benefits and market midpoint, plus PIR
Employee data import	Ability to import data from payroll/CSV file and link to positions	Ability to import data from payroll/CSV file and link to positions
Remuneration Review	Able to run matrix increases, incorporate performance reviews, send out manager review templates, import templates back in and generate letters. Ability to model and allocate remuneration budget.	Two options. One has PIR only, the second allows for simple % increases on base pay or assigning a new salary.
Summary Information	Various options to view summaries/dashboards of the data for reporting. Including by Gender.	No summary/dashboarding functionality, apart from a simple job matrix.
Strategic Pay data submission	Full export of data for survey submission	Intended to be sent back to a Strategic Pay consultant each year for updating with data.
Strategic Pay survey data	Client can easily import new survey data when purchased	Strategic Pay consultant needs to update survey data when purchased.