Case Study: Streamlining Annual Remuneration Budgeting

Project Drivers

This Regional Council found annual remuneration budgeting a very time consuming and manual process. One they wanted to streamline.

Often, they needed to engage a consultant to collate and provide specific job market insights.

Tight HR resources meant consultants were not always affordable so market position for many roles was based on guesstimates from broader data sets.

Brief to Insightpay

As a current Insightpay salary survey subscriber, the team wanted to utilise the available market data to make more accurate decisions in house.

In particular, they wanted to be refine the current process to provide insights so they could better utilise their finite remuneration budget, to address the job roles of greatest need.

The Aha Moments

Gaining insights from pre-formatted reports, that allowed them to analyse and interpret data by role, in-house.

Anticipating the board's likely queries about salary movements and increases. Because they had done the prep work themselves.

No longer reliant on an external remuneration consultant to provide key recommendations.

Finally, the CEO endorsing their more targeted allocation of the Remuneration Budget.

Insightpay's Approach

Our consultant helped the client to refine their annual remuneration budgeting process into these key areas:

1. Job Changes Review - Check any significant changes to Executive roles. Update changes using data from payroll

2. Run Pay Analysis Report - Use preconfigured report to compare the incumbents to the market, eg: run CFO vs CFO's across Local Government and potentially All Industries data

3. Run a Job Evaluation Report - Compare the jobs they had job evaluated themselves vs the remuneration from their chosen salary survey, for example: our Local Government Salary Survey.

4. Present The Evidence Base - Data above collated as evidence for Annual Rem Budget Review for Board and CEO

The Outcomes

The in-house HR Team was able to analyse data and construct a strong fact-based remuneration budget to present to Senior Management, without a Consultant.

In particular, they were able to channel pay increases to the areas of greatest need within the finite budget. This contrasted with the "across the board" pay increases of previous years.

This increased their confidence that they had a cohesive, fact-based rem budgeting process. One they now repeat year on year, without paying for a high level of external consulting.