

ELMO REMUNERATION

Your key to aligning remuneration decisions with business goals.



In a rapidly evolving business landscape, HR professionals must invest in cutting-edge tools to support them in making informed decisions. That's particularly true when operating in a time of reduced budgets and economic uncertainty.

The last few years have seen increased pressure on salaries as businesses sought to retain talent. But paying over the premium isn't always sustainable. That's why a strategic approach to remuneration is critical to ensure your budget has maximum impact, employees are paid fairly against the market, and your top performers are recognised.

ELMO Remuneration is designed with HR teams in mind, simplifying the complexity of remuneration structures and processes.



Cost-effective process management

Shed the shackles of manual spreadsheet-based systems. ELMO Remuneration ensures accuracy and efficiency, minimising the risk of financial oversights and the operating cost of your remuneration processes.



Strategic decision power

Make remuneration a strategic advantage. With detailed, real-time analytics, you can easily visualise the financial implications of your remuneration policy decisions to align them with the broader business strategy.



Risk mitigation

Implement rule-based controls aligning your remuneration process with regulatory compliance and a transparent approval process. This will foster trust, minimise bias, and aid your organisation in mitigating any operational and reputational risk.

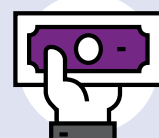
Why you'll love it

ELMO Remuneration provides the ability to bring your compensation policy to life through rules-based controls, reducing bias and aligning decision-makers with your key remuneration initiatives. That can include reducing and eventually closing your overall gender pay gap.

The ease of reporting provides unprecedented visibility over your salary and benefits data, allowing you to run reports before, during and after the remuneration review. With our technology, pay equity is no longer an afterthought or a once-a-year tickbox. Instead, managers and admins are empowered to make remuneration decisions that advance the business's pay equity goals.

Plus, our customers love how easy ELMO Remuneration is to use. Navigation is simple and the workflow guides the user through the process. Highly configurable, ELMO Remuneration can handle even the most complex of remuneration structures.


REMUNERATION





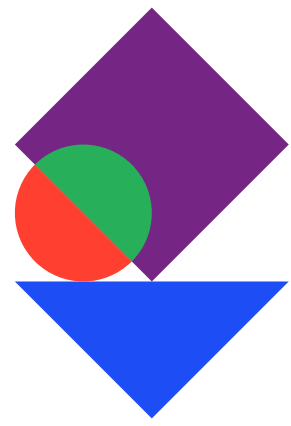
ELMO Remuneration is an easy system to administer, is very flexible in its design and managers find it easy to use. It doesn't require our team to have any technical expertise in order to use the product.

- Manager of Workforce Solutions at IAG



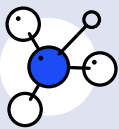
Key Features:

- ▶ Simplified data upload and download functions
- ▶ Flexible organisation hierarchy and matrix based reporting lines
- ▶ Pre-built Gender Pay Gap Report template
- ▶ Real-time standard and 'build your own' reporting
- ▶ Rules-based automated letter production for distribution and electronic filing
- ▶ Policy management through rules-based controls
- ▶ Range of matrix and modelling options to support strategic initiatives
- ▶ Business rules to guide managers adherence to company policy via traffic lights
- ▶ Ability to manage complex and multiple remuneration structures considering local conditions for elements such as superannuation/pension plans, benefits and allowances
- ▶ Multiple currency management and single currency consolidation



WE BUILD HR SOLUTIONS THAT RELEASE YOUR FULL POTENTIAL.

Tailored to meet your needs today and tomorrow.



HR Core

Centralise and automate your people management in one place.



Learning Management

Build a culture of learning and develop your people with eLearning.



Onboarding

Start your new employee's journey with a personalised onboarding experience.



Performance Management

Empower your teams to achieve their goals and thrive.



Payroll

Navigate the complexities of pay with secure and accurate payroll.



Recruitment

Find and hire the right talent for your business.



Founded in 2002, ELMO Software is the trusted provider of cloud-based HR technology solutions to 2,500+ mid-sized organisations and over one million end users across Australia and New Zealand.

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