R.Review

→ NUTRICIA

R.Review has helped Nutricia streamline the salary review process across Australia and New Zealand.

Nutricia has joined a growing number of organisations experiencing the benefits of implementing R.Review, an online solution to manage the salary and incentive review process. In implementing R.Review Nutricia have reduced the administrative burden of managing their review process and received fantastic feedback from their managers about the new approach.

Nutricia, part of the France based Danone Company, has a mission to bring health through food to as many people as possible. Nutricia is recognised as the leader in specialised nutrition and operates in a unique position in the global market as the only company whose entire business is based on nutritional products and support for all age groups.

Following their first year of using R.Review in 2010, Mandy Allen, Nutricia's Human Resources Manager for Australia and New Zealand explains their reasons for implementing R.Review and their experiences throughout the process.

How did you undertake reviews prior to implementing R.Review?

Previously we had a very manual process driven by spreadsheets which were emailed between key stakeholders in the review process. This created a number of issues regarding data integrity such as ensuring everyone was working with the most current version and an inability to track what changes were made and by whom.

Why did you look at changing your existing process(es)?

We wanted to implement a system that would enable greater transparency and accountability for line managers, so that they could have access to all of the information they needed to make robust remuneration proposals/decisions, thereby empowering them to drive the process for their teams.

What issues did you face with the existing process?

The existing process was administratively cumbersome, requiring us to keep track of multiple spreadsheets, often resulting in version control issues and no clear audit trail. There was often lack of clarity about what had been agreed and when, with errors only being picked up after the salary letters were generated, resulting in substantial re-work for HR. The process of generating letters through mail merge functionality was also extremely time-consuming.

What benefits did R.Review provide?

In rolling out the tool to managers we have had fantastic feedback on how simple and intuitive it is to use, as well as how effectively it pulls together the relevant information to support management decision-making. Managers now have, at their fingertips, all of the information needed to make salary proposals quickly and efficiently - including employment and remuneration history, performance data, market benchmark data, as well as HR recommendations. In addition, the budget functionality, which enables managers to view the financial impact of their recommendations, has been really well received.

From an HR perspective, R.Review has made our lives easier through enabling much greater transparency, accountability and data accuracy. Managers can still extract reports into Excel, but we now have one single source of truth for the remuneration review process.

Furthermore, being able to generate salary letters directly in R.Review in either Word or PDF format has greatly reduced the administrative burden on our team.

COMPANY

Nutricia is a world leader in specialised nutrition.

SOLUTION

R.Review replaced spreadsheets as a means for reviewing salaries and replaced mail merge for producing letters.

KEY BENEFITS

- One centralised source of data compiling all relevant information into one place to support better decision making

- Ability to track all actions made in R.Review (who, what, when)

- Ability to view budget impact of proposals

- Ability to configure R.Review to support Nutricia's unique remuneration review model

- Letter generation functionality

"In rolling out R.Review to managers we have had fantastic feedback on how simple and intuitive it is to use, as well as how effectively it pulls together the relevant information to support management decision-making."

Mandy Allen
Human Resources Manager for Australia and New Zealand

Remuneration and Talent Management Software

Remesys

→ NUTRICIA
[continued]

R.Review

How would you rate your experience with working with the Remesys Consultants?

This was excellent. The team at Remesys were always extremely responsive and willing to assist at a moment's notice. Their obvious expertise and proactive approach to solving problems made the transition to R.Review very smooth.

To what degree did R.Review meet your expectations?

R.Review completely exceeded my expectations. I was absolutely delighted with how our first review cycle with R.Review went, and feel very proud that we have been able to implement what is undoubtedly a best practice process supported by an excellent tool.

What feedback did you receive from your managers?

The feedback I had was fantastic. Managers were without exception extremely impressed with the tool, both in terms of its look and feel and ease of use, as well as the wealth of information and degree of autonomy it provided them with. Several of them took the time to email their feedback through to me (unprompted) following the review process, all of which was overwhelmingly positive. A number commented on how much easier it was to use than some of the other software tools we have in the business!

What feedback did you receive from your Admins (HR)?

One of the key benefits of this tool has been the reduced administration, particularly around letter generation.

Any other comments or feedback?

At Nutricia we are very pleased that we made the decision to implement R.Review and would not hesitate to recommend the tool to other organisations. We plan to push the tool down to the next level of managers, to enable more of our people to use and benefit from this fantastic tool. Thanks very much to the Remesys team for all their support in making this implementation go so smoothly!

Remesys is an Australian remuneration and talent management software provider that was founded in 2001. We design, develop and deliver intuitive online software solutions that are configured to meet all of an organisation's specific remuneration and performance management requirements.

Intuitive and configurable
Our user friendly software is configured based on your organisation's unique methodology, rules, processes and guidelines.

Responsive local support and service
We are an Australian owned and operated company that designs, develops and supports our software solutions.

Experience and expertise
Remesys consultants are HR experts and are passionate about the service and advice that we provide.

Record of Success
Remesys is a market leader with a record of success in delivering innovative solutions that assist organisations to manage and streamline their review processes.

Our clients include:

- AGL
- Allianz
- Australian Unity
- Bupa
- Canon
- Ericsson
- Freehills
- Leighton Contractors
- Mission Australia
- Mitsubishi Australia
- Mitsubishi Development
- Nutricia
- Pacific Brands
- Perpetual
- Pitcher Partners
- QBE
- Salmat
- Sydney Water
- The Australian Industry Group

For further information:

Head Office
Suite 5, Level 2
189 Kent Street
Sydney NSW 2000

Phone: +61 2 9247 7277
Email: info@remesys.com.au
Visit: remesys.com.au

Remesys

Remuneration and
Talent Management Software