R.Performance

Remesys
Remuneration and
Talent Management Software

Intuitive and configurable online performance management software

R.Performance allows organisations to manage their performance management, talent and succession planning processes. R.Performance streamlines your performance management process improving transparency and consistency.

This online solution can be used out of the box or can be tailored to match your existing process. You do not need to modify your process to 'fit' with the solution as R.Performance can be configured to reflect your terminology, workflow and approach.

Key Benefits

✔ **Flexible solution that can evolve together with your** Performance Framework

✔ **Can be used** out of the box **or utilise your** existing templates, **approach and workflow**

✔ **Easily set up and** manage multiple review types **including probation**

✔ **Set up** quarterly, bi-annual or annual **reviews**

✔ **Incorporates** goal management, alignment and tracking

✔ **Build an organisational** library of approved competencies, values and behaviours

✔ **Supports** individual development and career planning

✔ **Facilitates** year-round feedback **and commentary for employees and managers to continuously track progress, even outside of review cycles**

✔ **Incorporates** peer feedback **as well as feedback from external sources**

✔ Real-time reporting **to track the review process, identify and analyse performance**

✔ **Supports organisational** talent and succession planning

✔ **Centralised, secure performance, development and succession** history

✔ Email notifications **and scheduled reminders**

✔ Secure **online access at any time, from any location**

✔ **Supports enhanced viewing on** mobiles and tablets

✔ **Direct integration with R.Review – our Remuneration Management Tool**

Key Outcomes

✔ **Allows you to focus on pro-active performance planning rather than reactive assessment of what has occurred in the past**

✔ **Improves transparency around how performance and development play a role in aligning individuals with organisational goals**

✔ **Improved user engagement – performance and development goals are easily created and tracked throughout the process**

✔ **Increases ownership of performance and development plans by employees**

✔ **Improved clarity of the process and accountability for outcomes**

✔ **Streamlines workflow and improves visibility at each stage of the process**

✔ **Improved visibility and reporting on organisational Talent and Succession Planning**
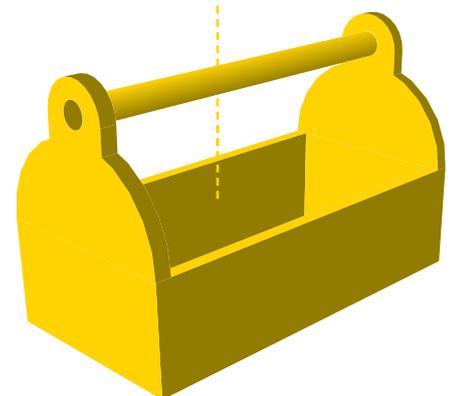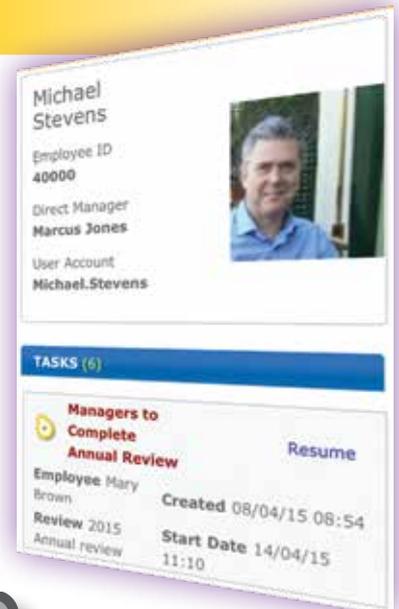
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Flexible Performance Management

- **Include any type of performance process** - Annual, mid-year, quarterly and even probationary reviews can be easily managed using R.Performance.

- The system is **exceptionally intuitive** to use. Users require minimal training and super administrators can be fully trained within 3 hours.

- **Multiple Review Form templates** can be stored in R.Performance, allowing employees and managers to use templates as a basis for their own Review Forms.

- **Build and maintain libraries** of goals, competencies, values and development or career planning which users can access and incorporate into their review forms.

- **Easily create and edit Company Goals** for inclusion into every user's review form. These can be easily updated at the end of the review period with just one click.

- Performance Review forms are created with **input from both managers and employees,** ensuring performance goals and development plans are mutually agreed before being finalised.

- Managers can **easily view information** on all of their team members at any time, including any commentary made by their employees throughout the year.

- Managers can request performance feedback on employees from **multiple raters** including peers or colleagues, other managers and even external clients or suppliers.

- **Continuous feedback** can be captured by both employee and manager – using the comments feature as well as the Performance Diary. Performance feedback is no longer contained to the once-per-year annual review.

- **Automated workflow** facilitates your prescribed review process between employee, manager and approver – ensuring only the appropriate information is visible to all parties throughout.

- **Automated email notifications** keep the process running to schedule by advising users of reviews to be completed or approved.

- The system is able to manage the requirement for **multiple approving managers** to be involved

- **Automated reporting** provides accurate up to date information including Review Status, Completion Rates, Performance Statistics and Talent Information.

- **Printable Review Forms** with your corporate colours and branding can be generated on demand from the system. Users have the ability to choose which sections of their Review Form they would like to print i.e. Goals, Development and Career Planning, Final Rating etc. and R.Performance will generate the required information. Review Forms can be printed to Word or PDF.

Security

- R.Performance is a **secure online system** accessed via a unique username and password.

- **Role-based security** means administrators have precise control over user security and permissions.

- Users are provided with role-based, **password controlled system access.**

- The system includes a **detailed audit log** that captures all changes and actions.

- **Single Sign On** (SSO) is supported.

Michael Stevens

Employee ID **40000**

Direct Manager **Marcus Jones**

User Account **Michael.Stevens**

TASKS (6)

Managers to Complete Annual Review   Resume

Employee Mary Brown

Review 2015 Annual review

Created 08/04/15 08:54

Start Date 14/04/15 11:10

# Performance

Statistics and Reporting

- The Manager Dashboard provides managers, HR and Senior Execs with **real-time statistics** such as Review Status or Performance Distribution.

- Information on reports and via the dashboard can be grouped and/or **filtered by key criteria** such as gender, employment type or business unit/department.

- Reports can be generated at any time during the process providing managers, HR, and senior executives with **improved transparency** of performance, talent and development information.

- **Standard reports** include Review Status, Completion Rate, Performance Distribution, Performance Rating History, Performance Trend, Performance Potential Matrix, Succession, Risk Matrix and Organisational Charts.

- Reports can be **generated real-time** in HTML, Word, Excel, and PDF.

- Reports support 'drill down' so you can access additional data and/or specific employee details.

Administrator Functions

- **Shadow-Access** allows an administrator to impersonate any users with a single click. This powerful feature enables administrators to update information, progress reviews through various stages as well as provide support to users.

- The powerful easy to use administration toolkit allows designated administrators to –
  ✓ update templates and libraries
  ✓ configure workflows
  ✓ update the message board
  ✓ import data
  ✓ configure screens
  ✓ manage system users
  ✓ set up access rights
  ✓ export data
  ✓ commence, finalise or roll-back reviews
  ✓ update hierarchies
  ✓ enable or disable different functions and reports for different stages of the process.

- Administrators can easily update data within R.Performance or using the import functions.

Other Features

- R.Performance can **directly interface** with other systems including R.Review (Remesys' Remuneration Management Tool) as well as other HR systems.

- R.Performance is delivered as SaaS and therefore **does not require any IT infrastructure** on the client side.
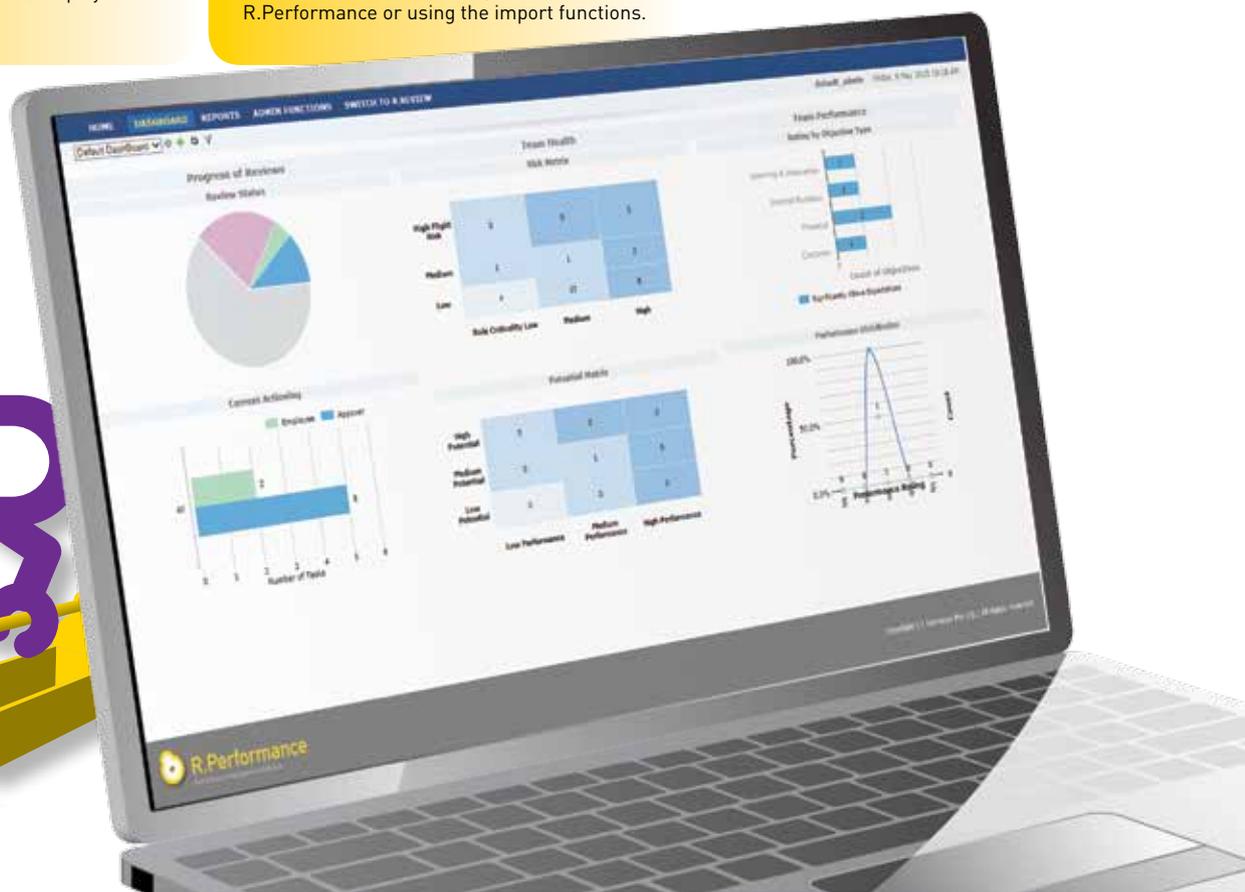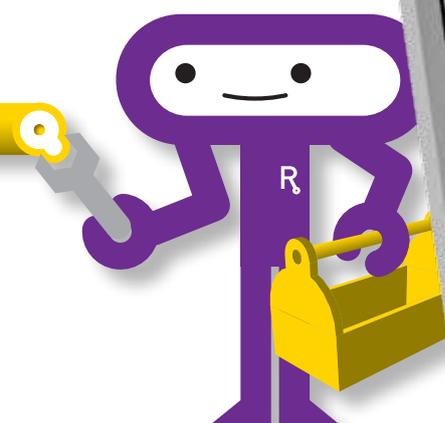
Remesys
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Remesys is an Australian remuneration and talent management software provider that was founded in 2001. We design, develop and deliver intuitive online software solutions that are configured to meet all of an organisation's specific remuneration and performance management requirements.

Remesys is a market leader with a record of success in delivering innovative solutions to manage and streamline the remuneration review and performance management processes. Implementation, training and change management is simplified because our software is configured using each organisation's unique approach to the review processes. Our award winning software removes the administrative burden on HR and enables HR to focus on strategic partnership with the business and providing value-add to the business.

Remesys' software is designed and developed in house by a team of experienced software developers in conjunction with our HR consultants. Our software is offered as a hosted solution and can also interface with third party performance management solutions, payroll and HR systems.

We take care of all technical management of the systems such as system maintenance, upgrades, back-up and security. Our applications are hosted in Australia in a high security data centre configured with full redundancy in all hardware, software, power and communications connections. The only requirement on the client side is an Internet browser in order to gain access to the software.

Intuitive and configurable

We understand that every organisation has a unique approach to their remuneration review and performance management processes. Our user friendly software is configured based on your organisation's unique methodology, rules, processes and guidelines. Any calculation can be incorporated in R.Review.

Responsive local support and service

We are an Australian owned and operated company that designs, develops and supports our software solutions and we do not outsource our software development overseas or to other organisations. We have a highly skilled team of local developers who are dedicated to supporting our clients and the ongoing development of our software.

Experience and expertise

Remesys consultants are HR experts and are passionate about the service and advice that we provide. We are committed to supporting our clients without enforcing contractual limitations and restrictive support terms. Every client has a dedicated account manager who has a strong understanding of remuneration and performance management and we deliver projects on time and within budget.

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. We have implemented our solutions in small and large organisations across the Asia Pacific region for salary reviews, performance reviews, variable pay and share/equity allocation processes.

R. Performance has provided tremendous benefit to Bupa Australia – everyone from the management team, to the systems administrators, to the end user has experienced the positive impact of implementing a user friendly performance management system that is available 24/7, is extremely intuitive, incorporates full work flow, tracks all changes and provides full reporting capability. From a strategic outcomes perspective, our pay for performance approach has been considerably strengthened through the incorporation of R. Performance, where we can ensure mutual agreement of all objectives, regular performance discussions and feedback, and robust career planning and development. With all elements of performance planning now transparent to the HR Operations team, we have the ability to specifically target managers in the business in need of coaching, and work with them on increasing the quality of performance plans."

Head of HR Operations,
BUPA

"R.Performance has enabled a significant step forward to automating highly manual and disparate processes across our organisation. We are now able to see, report and track our Objectives and Individual Development plans from a single source. We have been able to make R.Performance a part of the Sportsbet employee toolset with custom branding, workflows and form design. The Remesys team have worked collaboratively in partnership with us in meeting our requirements and nothing is ever too much trouble."

Performance & Reward Manager,
Sportsbet