



**Remunerate**  
www.remunerate.com.au

## Case Study Transfield Services

Transfield Services is a leading international provider of operations, maintenance, asset management and project management services. They commenced using Remunerate during their 2007/08 salary review.

**Before Remunerate** Transfield Services were managing their remuneration review processes via Excel spreadsheets. The main challenges of the process were:

- Organisational changes and dynamic workforce allocation resulted in significant data integrity issues.
- Manually managing the review process and following up on progress proved difficult and labour intensive.
- Limited version control of spreadsheets resulted in data consolidation problems.
- Reporting was labour-intensive and inflexible.

To further complicate their 2007/08 salary review, Transfield Services underwent a significant re-organisation early in 2008.

**Transfield Services selected Remunerate** for its ease-of-use for Line Managers and its secure central database. Other benefits for Transfield Services were:

- Facility for Line Managers and Review Approvers to easily manage spend against budget.
- Capability to make changes to employee data and review groups in the 'live' system.
- Review progress management that allows follow up with managers who were lagging the review process schedule.
- Alignment of remuneration with employee performance.
- Standard reports being available real-time.
- Facility to present Line Managers with all employee remuneration elements for their work groups.

**Remunerate has significantly improved** the management of Transfield Services' employee review process. With Remunerate:

- Transfield Services can manage multiple separate reviews within the one system.
- Line Managers are presented with the relevant employee information and performance scores to facilitate consistent and rational recommendations.
- Employee data is centrally managed and changes are instantaneous.
- Online reports present real-time review progress, audit information and review outcomes.
- Employee letters are generated within Remunerate.

Remunerate has provided Transfield Services a reliable and efficient platform to conduct its salary review process and a step change in management of data integrity for use by all stakeholders.

"Remunerate is easy to use."

**Chris Dayton,**  
Manager Remuneration and Reward, Transfield Services

"We managed to distribute salary decision accountability to Line Managers, without losing control over data integrity."

**Ian Hall,**  
General Manager- Remuneration, HR Systems and Global Mobility, Transfield Services

"Remunerate could help improve the salary review process for any organisation that requires a rigorous system within a dynamic business environment."

**Ian Hall,**  
General Manager- Remuneration, HR Systems and Global Mobility, Transfield Services