

# NorthgateArinso launches Compensate to combat salary review stress

Research shows that it takes large businesses nearly three months on average to complete the pay review process. NorthgateArinso Reward Solutions has launched Compensate to help HR and reward managers simplify the process.

NorthgateArinso's Compensate enables HR to cost and analyse salary plans across the entire organisation with ease. Smart features such as interactive organisational charts, market data information and instantaneous currency switching means that Compensate can help businesses reduce their average pay review time from months to weeks.

Andrew Worth, Senior Reward Consultant at NorthgateArinso, commented: "Our research<sup>1</sup> has shown that the salary review process can be the most labour intensive task that an HR or reward department faces, especially for the majority of businesses that are still using spreadsheets to manage it. With Compensate, HR has a complete set of easy-to-use tools that enable efficient management of this process. This allows HR to focus on more strategic tasks, such as re-evaluating reward packages for staff, as the private sector begins to emerge from the recession."

Compensate allows HR to allocate pay based on their own policy including performance, talent and market data then quickly implement pay increases across the entire business. It also triggers alerts should gender pay gaps become apparent.

"The flexibility of Compensate reduces the headache that this task can cause for HR, and ultimately delivering a more efficient service in a reduced time," continued Worth.

<sup>1</sup> 'Salary review process' research, NorthgateArinso Reward Solutions, February 2010. Study surveyed 200 HR directors and reward managers in firms with more than 400 employees.