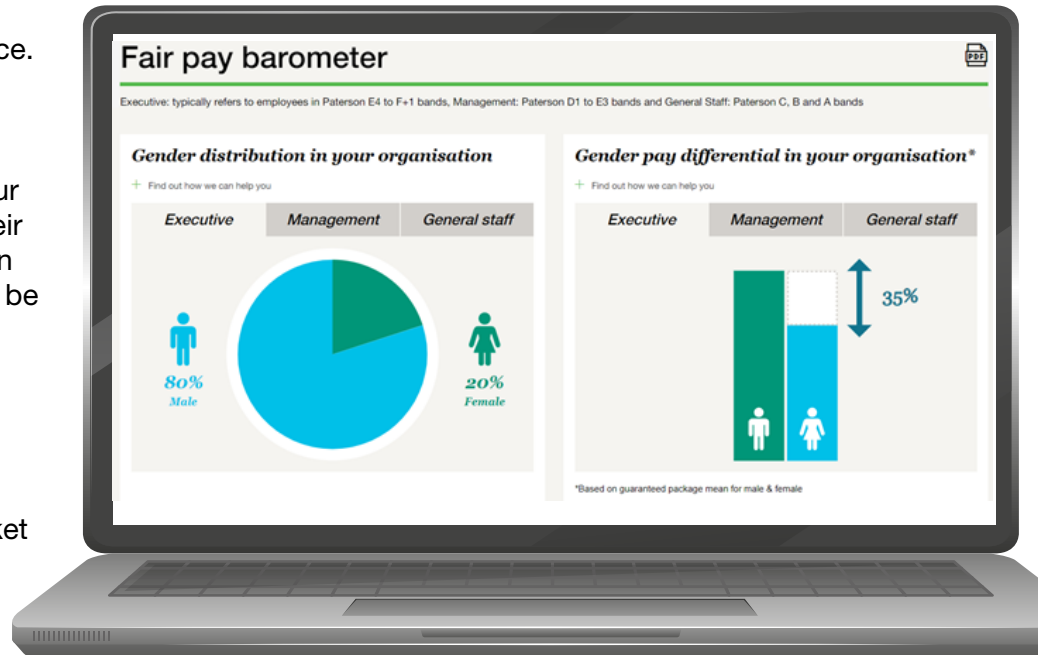# REMsuite®

In today's world, employers face new challenges and expectations from employees calling for **transparency, fairness** and **equality** in the workplace. Your **remuneration philosophy, job grading structure, reward strategy**, and **pay scale design**, govern how you reward your people, and how your employees can evolve throughout their career. Yet, building up this strategy in an effective and transparent way can be extremely complex.

The tools have been continuously tested, used in practice, and proven their worth throughout numerous countries and industries worldwide, and are the result of 20 years of market research, knowledge, and expertise.

Fair pay barometer

Executive: typically refers to employees in Paterson E4 to F+1 bands, Management: Paterson D1 to E3 bands and General Staff: Paterson C, B and A bands

Gender distribution in your organisation
+ Find out how we can help you

| Executive | Management | General staff |

80% Male   20% Female

Gender pay differential in your organisation*
+ Find out how we can help you

| Executive | Management | General staff |

35%

*Based on guaranteed package mean for male & female

Your challenges

How do you take stock and maintain your functions catalogue with uniformity in an ever changing environment?

When comparing functions in your organisation, how do you ensure that the methodology is valid and accepted by all stakeholders, including trade unions?

How do you obtain the most relevant market data to assess the competitiveness of your reward practice?

We partner with a recognised Reward Expert, to **provide you with a series of digital tools to empower you**, as an HR practitioner, to **carry out these projects autonomously**.

pwc   REM channel

Our solutions

The REMsuite® tools:

REMprofile® A curated, online job profiling and analysis system

REMprofile® provides instant access to baseline data and insights that can be used in remuneration and human capital management processes. Our database of more than 1,900 carefully curated job profiles allows you to import the template you need, based on the factors you require, and establish and maintain a consistent job profiling methodology that aligns with, and delivers on, your organisational objectives.

REMeasure® A points-based system for the balanced evaluation of all employment roles

REMeasure® provides a defendable job architecture tool, offering a quick, easy, and balanced method to accurately measure and evaluate any position at any level in your organisation. The system allocates a point score and a Paterson grade to the job being measured and can be correlated to any grading system, making it easy to compare and accurately size positions.

REMchannel®: Remuneration Surveys across a variety of positions, industries, and countries

REMchannel® Survey lets employers and HR practitioners make informed reward and remuneration strategy decisions, utilising a real-time, up-to-date database. As a subscriber, you have complete flexibility in how you use the system to define the parameters for your research, including unlimited benchmarks based on job, grades or blends – both countrywide and industry specific.

Check out what our clients are saying:

> " REMeasure® is the tool on the market that meets all our expectations to replace our old-fashioned grading system. After having completed the REMeasure® training programme, we were able to use the easy-to-use web solution by ourselves. With more than 150 different functions, the various available reports save valuable time to compare and to calibrate the results of the different job evaluations. "
>
> REMeasure Client, Media Company in Luxembourg

A fully customised demonstration of one or several of the tools is available to you!

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