

## Remuneration Structure Model

### Develop and manage Remuneration Structures using JE Leader and MHR RemData

#### Introduction

To develop a Remuneration Structure, job evaluation results need to be linked to the External Market.

The Remuneration Structure Report within the MHR RemData service provides a simple means of establishing this link.

Users can select:

- A specific market comparison
  - All organisations
  - Asset group
  - Industry
  - Turnover Group
  - Staff numbers
  - Location
- A specific market stance
  - Median
  - Upper Quartile
  - Lower Quartile
- Number of Bands

The Remuneration Structure Report automatically generates a draft structure based on user selections. This can then be refined by the user to create the final structure.

#### Leading Edge Services

The Remuneration Structure Report brings together two leading edge services from MHR Global:

**JE Leader Online** is the most cost effective job evaluation system available in New Zealand.

JE Leader is an on-line job evaluation tool that allows employers to determine their organisation's hierarchy of jobs quickly and efficiently.

Being available over the internet, users have the freedom to personally control project timescales by activating the system as and when needed.

Evaluations can be carried out at any site with an internet connection.

Evaluation results can be linked to Market data available in the MHR RemData service to provide an efficient means of creating and managing remuneration structures.

**MHR RemData** is the largest and most widely consulted commercial survey in New Zealand

- 36,500 individual records
  - Wide range of positions covered
- Simple to use on-line data collection and reporting
- Short, one month turn-around between data collection and reporting
- Job Description-based survey:
  - Very easy to identify suitable benchmark roles

Results can be linked with internal relativities generated using *JE Leader Online* to provide a foundation for remuneration structures.



## MHR RemData and Remuneration Structures

The Remuneration Structure Report within MHR RemData helps create these structures cost effectively and easily.

The report uses standardised internal values collected and analysed over many years of providing job evaluation services globally.

Users can select the market segment which best meets the needs of the organisation:

- All organisations (i.e. National data)
- Asset
- Annual Turnover
- Industry
- Staff numbers

The user can create the Band structures, by defining:

- Number of bands
- JE Points spread for each band
- Range around midpoint value for each band

The draft structure is created automatically by the MHR RemData system.

The final structure can also be saved within the MHR RemData system, for later retrieval and further update.

## Refining and updating the structure

The draft structure can be further refined by the user as needed.

Remuneration Structure									
Organisation:		ABC Corporation							
Market:		All organisations							
Survey:		March 2009							
Design Name:		ABC Median All Orgs 2009							
Band	Internal Value				Remuneration Range				
	Minimum	Midpoint	Maximum	-Range	Minimum	Midpoint	Maximum	+Range	
1	100	150	200	10.0	35900	39900	43900	10.0	
2	201	250	300	10.0	41300	45900	50500	10.0	
3	301	375	450	10.0	49200	54700	60200	10.0	
4	451	525	600	10.0	60700	67400	74200	10.0	
5	601	675	750	12.5	72800	83200	93600	12.5	
6	750	825	900	12.5	89700	102600	115400	12.5	
7	900	1000	1100	12.5	114600	131000	147400	12.5	
8	1101	1200	1300	15.0	147300	173200	199200	15.0	
9	1301	1425	1550	15.0	201700	237300	272800	15.0	
10	1551	1675	1800	15.0	286000	336500	387000	15.0	

All rights reserved © McBride HR Limited 2010.

## Summary

This tool brings together two leading edge services to provide a unique solution unmatched by other offerings in the local market.

For details of this model, or to arrange a hands-on demonstration, please visit our Web site at:

[www.mhr-global.com](http://www.mhr-global.com)

or contact the nearest MHR Global office, at the address below.

## MHR Global Ltd:

### United Kingdom & Europe

Suite 234,  
8 Camp Road  
North Camp  
Hampshire, GU14 6EW  
Tel: +44 20 8816 7871  
Email: UKInfo@mhr-global.com

### New Zealand

PO Box 11 900  
150 - 154 Willis Street  
Wellington 6142  
New Zealand  
Tel: +64 4 384 5830  
Email: Info@mhr-global.com