

The MHR Remuneration Service

Tailored salary information for employers

Access to the latest market data when setting pay levels is vital to organisations in today's competitive and challenging economy.

A global marketplace and competition for talent requires organisations to manage payroll expenditures, retain key employees and motivate their workforce.

The MHR Remuneration Service provides organisations with the most up to date salary statistics in the fastest possible way.

Provided by MHR Global, the Remuneration Service comprises an online database that brings together authoritative compensation and benefits information for job titles across all sectors of commerce and industry.



Anyone involved in pay setting processes and with the correct access authorisation, can access the MHR Remuneration website (www.mhr-global.com), select a job from a detailed list of positions and automatically generate detailed compensation reports that are tailored to the job role or family.

Users include human resource and compensation and benefits professionals who require accurate and detailed information for pay setting or line managers and senior executives who need to make informed decisions across locations and divisions.

Online Data Access for Convenience

Delivered online via www.mhr-global.com, the MHR Remuneration Service allows participating organisations to generate a variety of bespoke salary reports on a 24/7 basis. The database provides in-depth information on base salary, bonus payments and benefits and covers roles in a wide range of functional areas, for example:

- Top Executives
- Marketing, Sales & Retail
- Finance and Accounting
- Human Resources
- Information Technology

Contact us for a full list of Functional Groups and roles.

Salary information can be benchmarked against a number of comparative factors such as the location, industry group, annual turnover, or staff numbers.

Organisations of all sizes and across all industries already participate in this service and use the database when making important salary decisions. The information from the database provides them with decisive information to improve selection and retention strategies and control wage escalation.



Tailored salary information readily available online

The MHR Remuneration Service is highly intuitive and can be easily manipulated according to the user's requirements. It requires minimal specialist training and its user friendly technology delivers significant time savings.

Maximising the benefits of the internet, the MHR site makes it possible for bespoke reports to be run and adjusted to account for factors such as location, company turnover, number of employees and other elements which determine pay and benefits provision.



The technology platform allows MHR to easily create new reports, jobs, sectors and functionality specifically requested by participants. MHR adopts a solution based approach by assigning an account manager to each participant in the survey in order to capture these development requests and provide ongoing support if needed.

Report Types

Users enjoy access to a range of different report types.

For example, you may be approaching your pay review period and need to know the average salary for a position according to your industry sector. To generate detailed report on market rates, you can choose the '*Defined Market Analysis*' report.

If you need data on remuneration for your specific positions, you can generate a '*Pay Practice Analysis*' report.

As an additional service MHR provides offline market data reports in Microsoft Excel format to participants of the survey. These can be customised to your specifications detailing all jobs in the survey or a specific functional group. The report provides market data for each specific job drawing on all data contained within the latest update as well as a specific market comparison of your choice.

If you decide to take part in the MHR Remuneration Service, you will find that it is as straightforward to input your information for processing as it is to get meaningful statistics out of the system. We've used leading edge tools to transform traditional labour-intensive collection and validation processes, and ease the pressure on you. You can input data on-line or off-line via Excel spreadsheets.



Most importantly, you benefit from having access to salary statistics that are regularly refreshed to ensure that the data you are using to decide pay questions is never more than a few months old.

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