

# Misys bring new efficiency to the salary review process



### The challenge

Misys carries out an annual, merit-based salary and bonus review globally, in order to ensure its people are paid consistently with remuneration policy to pay. The review had been conducted using Excel spreadsheets for a number of years and Misys decided to find a more efficient and secure method.

### The solution

Misys asked NorthgateArinso Reward Solutions to implement its Compensate Salary Planning solution to replace the use of spreadsheets. The solution was subsequently used to review the salary for about 3,000 employees across 34 countries.

### The benefits

- Created efficiency savings of approximately 20 days for the Compensation and wider Human Resources Teams at Misys, freeing them up to concentrate on more strategic tasks.
- Secure online access and real time information for managers across the globe.
- Extensive reporting capability to enable constant monitoring of salary proposals against available budgets.

### The company

The world's leading supplier of IT solutions to the banking and treasury & capital markets sectors, Misys employs 4,000 people and serves customers in more than 120 countries.

### A smooth implementation in a global setting

Clive Sher, Senior Compensation Analyst at Misys, says: "We made Compensate available to managers, firstly asking them to input their performance rating proposals 'calibrated' across the group, and then recommendations for the salary increases. There was full integration with our core HR system, with all of the existing data populating the Compensate database."

Misys and NorthgateArinso Reward Solutions worked closely on the implementation and testing of the solution. One aspect that was particularly attractive to Misys was the ability to request significant configuration to Compensate, which was implemented quickly and professionally.

Clive is positive about other aspects of the implementation too: "I was very impressed with the support provided by NorthgateArinso Reward Solutions throughout the process. Turnaround times for all of the requests we made were impressive."

"In addition, they understood that as a global company we would need their support beyond UK office hours. Key members of the project team made themselves available on an almost 24/7 basis, taking and responding to queries and requests from our colleagues in various time zones around the world. This was not part of our Service Level Agreement with NorthgateArinso but a task that they were happy to undertake."

The support was complemented by the availability of training for some 250 managers using the system. This was delivered through a mixture of online training functions and group training sessions.

## Excellent efficiency and reporting capability

“Compensate Salary Planning has saved us a great deal of time,” says Clive. “That’s true for the HR department centrally, and for managers around the world. We no longer need to send as many emails during the process and there is no need to create and share many different versions of spreadsheets, which reduces the security risk of emailing employee data.

“Version control is in fact one of the things we like most about the tool. The built-in methodology is superb, especially the hierarchy controls and workflow tools that let managers at different levels carry out their actions in the right order. Everyone can see the latest status of each department’s review and understand their role in the process.”

Another aspect of Compensate Salary Planning that has impressed Clive is the reporting functionality: “We are able to report on current salaries, the budget available for salary changes, proposed salaries, the agreed merit increases and the overall proposed spend.

“There is excellent visibility of all the relevant data, specifically around the performance distribution graphs that enabled the Compensation Team to acquire excellent visual indication of the managerial decision making process. Line managers are able to see the effects of their proposals on the bell-curve in real time so they can assess the implication of their recommendations.

“We are able to report on data on a daily basis when required, generating reports straight from the application.”

## Looking ahead to the next salary review

“Misys is very pleased with the process and outcome of our first review using Compensate Salary Planning,” concludes John Machin, Head of Compensation and Benefits. “Feedback from managers across the business has been very positive, with the solution’s usability especially praised. This has been the smoothest pay review we’ve ever done - we are delighted with the solution and will definitely be using it again for future salary reviews.”

For an initial discussion about your requirements call us on 01244 572722.  
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