



Cezanne Connect Pay Review

Imagine actually enjoying the next pay review process...

Cezanne Software is pleased to introduce Pay Review, a new software system that provides a pioneering solution to an old problem.

Even the mention of the words 'pay review' sends shivers down the spines of many HR professionals, managers and directors.

At Cezanne Software, we believe it doesn't need to be like this. We believe those three months or so of every year spent juggling countless spreadsheets, budgets, deadlines and the associated phone calls, emails and meetings, could be put to better use.

What's more, with advances in technology, it just isn't necessary to devote so much time, effort and money to the pay review process; it should be – and it can be – much, much simpler.

Now, thanks to Pay Review, this process can be completed

- much faster
- at greatly reduced cost
- with greater control

Pay Review is an easy to use, flexible system that will revolutionise the way your company approaches the annual pay review – so much so, in fact, that you may even start enjoying it.

...Cezanne Connect Pay Review means you can.

“BT has completed the annual pay review of our 34,000 managers worldwide in record time, due, in no small part, to the capabilities provided by Cezanne Software.”

Ian Lambert, HR Systems Project Manager for BT

With its user friendly, web-based interface and adaptable functionality, Pay Review could completely transform your next pay review process.

Reward your employees, without all the hard work

Cezanne Connect Pay Review is part of an integrated suite of applications for Human Capital Management and Compensation Management. These include systems for succession & career planning, performance management, employee surveys, people management, training and development, recruitment and compensation planning and management. Extra functionality can be added as required, allowing you to select the options that best fit your business needs.

While investigating the HR challenges faced by today's organisations, we discovered a tremendous need for software to help manage pay review. Across the board, companies spend excessive amounts of time creating, distributing and collating pay review information – often using multiple spreadsheets sent out with no simple means of tracking information or monitoring progress.

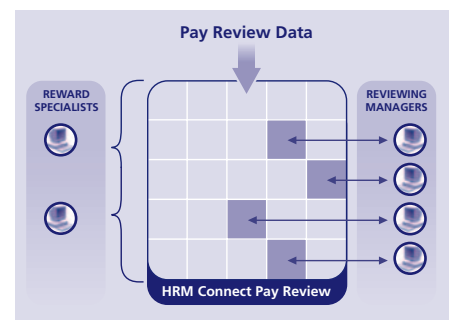
Developed over four years in collaboration with several FTSE 100 companies, Pay Review aims to put this right.

Using this intelligent software solution the whole exercise is streamlined and the workload dramatically reduced. You'll simply need to:

- **Import the relevant data directly into Pay Review.** All information will be stored centrally, with secure access given to sections of the database, rather than fragmented into separate spreadsheets.
- **Initiate the process.** Emails will be sent automatically to the appropriate staff, complete with unique username and password. Reviewing managers simply log on to the system, and are given immediate access to the subset of information – and tools – they need.

- **Make pay proposals.** Managers can then decide how to use their budget to reward their staff, using an easily navigable screen resembling a spreadsheet.
- **Submit pay proposals for approval.** As managers complete their proposals, the system automatically routes them through your company's approval stages. Automatic reminders prompt users to complete their reviews by specific deadlines.
- **Sign off.** Reward specialists then review and sign off the approved proposals.
- **Close the process.** All that remains is to export the pay award data to your HR or payroll system and communicate with staff.

So let Pay Review deal with the administration, while you concentrate on rewarding your staff.



With Pay Review, all information stays in one place. Reviewing managers only see data for their reward group(s). Reward specialists can see everything, helping them to track and manage progress.

Next year, you and your organisation could be reaping the rewards of this innovative technology.

Making Pay Review work for you

Save Time

Pay Review's high degree of automation will lessen your workload immediately. Those countless hours spent cutting and distributing spreadsheets, and then chasing up progress by email and phone could become a thing of the past.

Reduce costs

With this reduction in time and administration comes a considerable reduction in cost. Just consider the savings that could be made by more than halving the time spent on this process. Our clients are already seeing realisable benefits, achieving payback in as little as just one year.

Gain visibility and improve control

Reward specialists now have complete visibility of both process and data. Problems can be proactively identified and addressed, and management becomes much easier.

Ensure deadlines are met

Reviewing managers automatically receive regular email reminders of the deadlines they need to meet. This means tasks are much more likely to be completed on time.

Reduce the burden on approvers

For managers with subordinate review groups, it's also much easier. They can keep an eye on what's happening below them and let the system itself take care of chasing up data. It will then let them know when pay proposals are ready for them to review.

Eliminate errors

With current pay review systems that involve large numbers of people and spreadsheets, it's too easy for data to go awry. Mistakes are almost inevitable. Pay Review's centralised approach keeps data in one place. There's less room for error, so you can be more confident the figures are correct.

Enhance security

Protection of employee data is essential. Personal login IDs and passwords ensure that each manager only has access to information for their own review groups. Since data never leaves the system, you don't need to worry about spreadsheets and other documents containing confidential information moving around the organisation.

Enjoy the simplicity

Why shouldn't pay review be easy?

Pay Review's friendly web-based interface is designed to be familiar to your staff. Created with the user in mind, we have endeavoured to eliminate the need for training and to make this task as enjoyable and straightforward as possible.

Expert customer support

With years of experience addressing the challenges of HR departments – large and small – you can rely on Cezanne Software to provide you with excellent customer support.

Our experienced team will always be on hand to:

- ensure your system is used to its optimal capabilities
- make any necessary changes
- offer expert advice

from installation through to deployment and beyond.

“Pay Review lets us manage the global pay review process more easily and with much greater control and transparency than ever before.”

Dave House, Senior Vice President & Head of Reward, InterContinental Hotels Group



Cezanne Software provides leading-edge Human Capital Management systems that help companies better manage, develop, reward and retain their most important asset - their people.

With many years' experience of delivering solutions for HR administration, performance & talent management and compensation planning & management, and hundreds of customers worldwide, we are committed to service excellence.

Our focus is to provide flexible, people-centered solutions that improve the day-to-day management of HR activities, streamline critical HR processes and help companies to develop and maintain a competitive talent advantage.

Pay Review capabilities

DEFINITION OF PAY REVIEW PLANS

- handles multiple review plans (based on categories such as operating unit, function and location)
- allows individual timelines for each review plan
- manages workflow approvals for each review plan
- deals with budget allocation (at company, department, or division level)
- supports multi-currency pay review

REVIEW GROUPS

- imports employee pay review information
- imports review group structure, including reviewing manager, reviewees, pay increase budgets and approval hierarchy
- automatically creates navigable graphical map of review hierarchies

PROCESS KICK OFF

- automatically generates email to reviewers, with associated system link, log-in information and deadline information
- allows for manual or date-driven kick off

PAY REVIEW

- provides on-line access to information reviewing managers need to make pay proposals, such as reviewee current pay, performance, and position vs market
- calculates increases based on percentage, new total pay or pay increase amount
- provides framework for auto-calculation of bonus, based on factors such as corporate, division and personal achievement against goals
- maintains running total of spend vs budget
- automatically converts to and from base or local currency
- offers configurable, context-sensitive help
- includes comment facility
- allows users to easily navigate through the review group hierarchy
- includes search and sort capabilities
- displays on-screen messages and warnings for review groups which are overdue or over budget

PROCESS MANAGEMENT AND TRACKING

- automatically routes pay proposals through a pre-defined approval process
- auto-generates email reminders and escalation processes, based on business rules
- displays online progress statistics such as number of review groups submitted, overdue, or over budget
- allows drill-down to individual review groups for detailed analysis

GENERAL SYSTEM FEATURES

- requires no client-side software on users' workstations (due to all-web architecture)
- presents an intuitive user interface – little or no training is required for reviewing line managers
- can be configured to import from and export to a broad range of data sources including PeopleSoft, SAP, etc and in a wide variety of formats such as Excel, Word, CSV, HTML and XML
- offers advanced security with pay review specific roles and security designed for enterprise-wide use
- has scalable architecture and can be deployed in a web farm
- supports NT authentication and can be configured to integrate with other third-party authentication systems