

Pay and Reward – How to understand the market, locally and globally

As an HR professional, getting access to high quality, reliable and relevant pay benchmarking data can be challenging.

Even more challenging is getting access to accurate and reliable **global** data, hiring norms and tax regimes. Gathering all of this from a single source rather than relying upon separate providers in each jurisdiction and keeping costs at a reasonable level is almost impossible.

However, some new software platforms are coming on to the market that can offer solutions, read on to find out more.



www.turningpointhr.com
info@turningpointhr.com
0203 475 2270



INCENTIVE
PLANS



PAY
FRAMEWORKS



BONUS
PLANS



EXTERNAL
BENCHMARKING



JOB
EVALUATION

About us

Turning Point HR Solutions are a UK based reward consultancy with further offices based in Dubai, Lisbon and Manila. We are in our 16th year of providing strategic international HR, compensation and benefits consultancy advice for private and public sector companies. Our professional services are supported by our pay and reward software suite, Orbit which consists of:

- The UK pay benchmarking system – [Orbit Pro](#)
- The international pay benchmarking system – [Orbit International](#)
- The organisation charting system – [Orbit Org](#)
- The analytical job evaluation system – [Orbit Eval](#)



Understanding the Market – Locally and globally

The key to ensuring your business's reward offering enables you to recruit and retain talented individuals is to carry out a comprehensive pay benchmarking review.

In order to ensure the review gathers data that is relevant to your organisation it should involve some form of job levelling. Job levelling means analyzing roles to ensure they are fully understood and can be compared against similar roles on the market. This ensures the data is based on role content and is relevant.



TURNING POINT
HR SOLUTIONS



Understanding the Market – Locally and globally

Global data is often very difficult to obtain, or otherwise extremely expensive.

If the data is available, translating it, or comparing it with other currencies, involves considering exchange rates, hiring norms, tax implications and other jurisdictional terms and conditions. It's not a simple exercise.

Our global pay benchmarking platform [Orbit Pro International](#) offers reliable international pay data and makes it simple. [Orbit Pro International](#) collates data from all over the world making it easy for you to consider the implications of set up costs in new regions, staff moves and all at a surprisingly reasonable cost.



TURNING POINT
HR SOLUTIONS

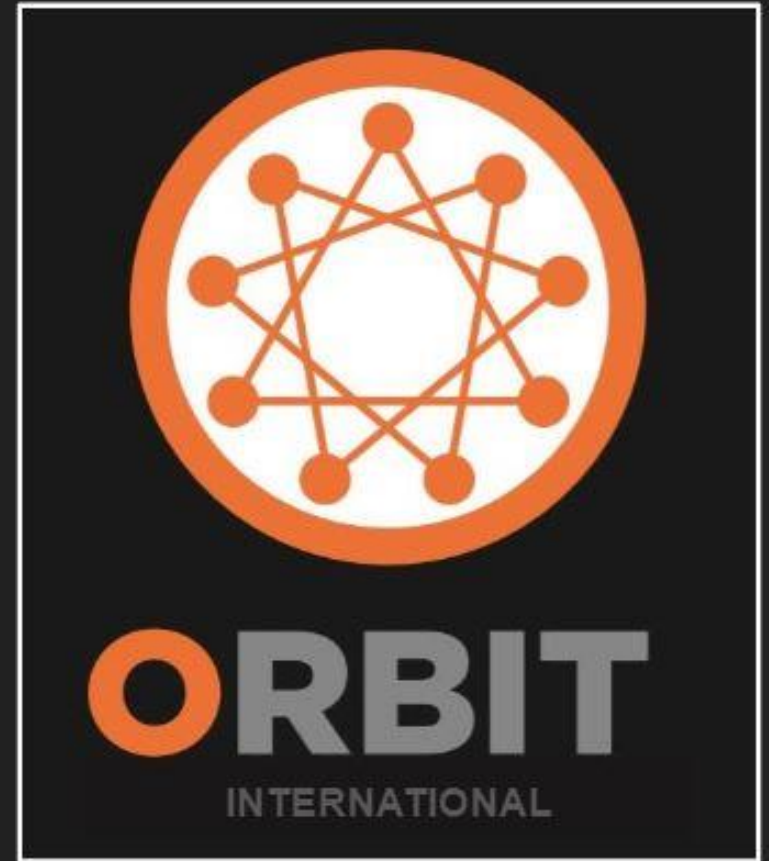


Orbit Pro International

Orbit Pro is one of the world's largest and most extensive pay databases, derived from over 16 Million data points. It includes data on an extensive range of jobs that are levelled using our job evaluation software, [Orbit Eval](#). This means we only compare like for like, not simply job titles.

Orbit Pro provides real time insight into your reward framework. **Orbit Pro** is a genuine market leader, ensuring that your pay and reward package can attract and retain talented individuals all over the world.

Orbit Pro International provides employment norms and standard benefits to enable you to accurately predict labour costs, not just salaries, globally. Reporting is easy and can be in both local currency or converted using accurate current exchange rates



Orbit Org

Orbit Org is a new addition to the Orbit software suite – it's organisational charting software with an edge. It's live and links to our other Orbit platforms. You can set different levels of permissions and access to [Orbit Org](#), safeguarding sensitive information like protected characteristics and salary data.

The software also enables you to consider the impact of changes of structure or team reporting lines and gives you real time management information at your fingertips, including gender pay gap reporting functionality.

Orbit Org is available as a cost-effective standalone product or as part of the Orbit suite.



TURNING POINT
HR SOLUTIONS



Orbit Eval

Our job evaluation system [Orbit Eval](#)....

Orbit Eval enables a systematic approach to be applied to job evaluation, providing a rationale as to why jobs are ranked differently.

Orbit Eval has been tested at employment tribunal and found to be robust and non-discriminatory.

Orbit Eval is analytical and considers the whole job. It ensures relevance across all sectors, sizes and types of organisation and types of jobs. **Orbit Eval** also links to the other Orbit platforms in the Orbit suite.



The Orbit Software Suite Benefits

- Individual company iterations, hosted in the cloud, so that no other organisation can access your data
- The ability to set different levels of access to the system safeguarding sensitive information like protected characteristics and salary information
- Validated data that is kept current using both live benchmarking as well as monthly feeds to keep ahead of the fluctuating marketplace
- Charting software that enables you to quickly assess the impact of changes of structure or reporting lines - useful in challenging times when rapid decisions need to be made
- Benchmarking software that links to job evaluation scores enabling you to ensure that salaries are not tainted by discrimination but based on the size, or worth of the job to the organisation



TURNING POINT
HR SOLUTIONS



The Orbit Software Suite Benefits

- The benchmarking data and search options in **Orbit Pro** allow you to review different sector pay options as well as different company size to ensure the comparator information used accurately reflects your organisation
- **Orbit Pro International** provides employment norms and standard benefits to enable you to accurately predict labour costs, not just salaries, globally
- **Orbit Pro International** provides easy reporting and can be in both local currency or convert to one using accurate current exchange rates
- In the Orbit Suite all reports are easily downloadable into Excel to allow you to manipulate the data tailored to your own organisational requirements



Project Management and Consultancy Support

At Turning Point, we can also work with you to embed and integrate our outstanding software solutions into your business. We have a team of reward specialists ready to support your business and lead and manage your reward projects.

For more information or an online demo for any of these products and services please get in touch via the details below quoting HR Grapevine.

www.turningpointhr.com

info@turningpointhr.com

0203 475 2270



TURNING POINT
HR SOLUTIONS



INCENTIVE
PLANS



PAY
FRAMEWORKS



BONUS
PLANS



EXTERNAL
BENCHMARKING



JOB
EVALUATION