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Summer is here and Christmas is just around the corner! Our offices will be closed from the 23rd of December and will reopen on the 4th of January 2017, but before we go we'd like to update you on some news and information we think you should know, our latest research and what's coming up in 2017. Have a safe and happy holiday!

Remuneration Briefings

Thank you to all those who attended our recent regional remuneration briefings and subsequent HR Metrics and Analytics workshops, it was great to see you and catch up. One of the topics covered was the results of our Work from Home Policy survey findings on specific employment policies and practices from 299 organisations. For more information on this report please click [HERE](#).



Upcoming Events

National Not-For-Profit Sector Conference 2017

Strategic Pay are once again proudly supporting this conference which will be held at the Quality Inn, Parnell on 13th & 14th of February, 2017.

We will be talking about pay strategy for NFP's alongside experts working in some of the most successful NFPs in the country, as well as other leading innovators. They will be sharing the latest ideas and best practices that you can apply in attracting, training and retaining the best people for the NFP sector – ideas that could help transform your organisation. For more info on this conference and to register click [HERE](#).

NZ HR Awards 2017

As proud sponsors, Strategic Pay would like to announce registrations are now open for the NZ HR Awards Dinner on the 23rd of February. Offered by HRINZ, these awards are designed to recognise excellence and outstanding achievement within New Zealand's HR community. To book individual places or tables of 10 visit the event website [HERE](#).

2016 REMUNERATION REPORTS AVAILABLE

- + [Directors' Fees](#)
- + [Corporate Services and Executive Management](#)
- + [Retail](#)
- + [HRINZ](#)
- + [New Zealand Remuneration](#)
- + [New Zealand Benchmark](#)
- + [Transmission, Distribution & Asset Management](#)
- + [Central Government](#)
- + [Local Government](#)
- + [Not for Profit](#)
- + [HR Policies and Practices](#)
- + [Museums Sector](#)
- + [NZ Wine Industry](#)
- + [CEO and Senior Executives](#)
- + [Financial Services](#)
- + [Pharmaceutical](#)
- + [Law](#)
- + [Work from Home Policy](#)

Market Information Tools

Gender Tool

Our gender analysis tool will help you understand gender diversity in your organisation.

This Excel based tool, with an interactive dashboard, illustrates diversity within an organisation. For a limited time, you can access this tool [HERE](#).

PayCalculator

PayCalculator is designed to help you make informed decisions and streamline your salary review process, saving you both time and money. At the touch of a button or two it allows you to compare the latest remuneration market values from multiple Strategic Pay survey reports. One of our clients had this to say on the tool:

“PayCalculator has proven useful in generating some customised reports for our managers, giving them some ‘real’ data to work from. Powerful stuff.”

For more information on PayCalculator, or to activate a free trial click [HERE](#).

Employee Recognition Schemes

Most would assume that employees value recognition. How to go about it, though, is more complicated. Strategic Pay are interested in hearing about any of our clients' experiences in this space. If you want to share the triumphs, challenges, etc. associated with employee recognition schemes, please complete this short [SURVEY](#) or contact our remuneration consultant [CRAIG](#).

Industry News

Merging of Remesys and Pivot Software

Remesys and Pivot Software have announced that the two businesses are to merge, effective 1st of December 2016. Both companies have enjoyed significant growth across the Asia-Pacific region and they have recognised that combining the two will provide additional value and benefit to their customers.

The respective brands of HR and Talent Management Software - Pivot Software and Remesys - will continue after the merger on 1st December 2016, and there will be no change for existing customers, who will continue to use their respective products with the same levels of support.

Strategic Pay has supported Remesys for several years and looks forward to working with the new merged company in promoting best practice remuneration and performance management solutions. Some additional information on the merger can be found on the Remesys website [HERE](#) and on the Pivot website [HERE](#).

SURVEY REPORT TIMEFRAMES

Institute of Technology
& Polytechnics
Big 4
Directors' Fees

December 2017
December 2017
February 2017

Please contact our [Market Information Team](#) for more info.

LATEST NEWS AND ARTICLES

- + [3 ways to improve your employees' productivity](#)
- + [Is pay transparency good for business?](#)
- + [What you need to know about small business compliance](#)
- + [5 clever ways to motivate your employees](#)
- + [3 job description mistakes to avoid](#)

[READ MORE >](#)

SP10® Job Evaluation Training

Learn or further develop your understanding of the Strategic Pay 10 Factor Job Evaluation methodology in 2017. Remember if you have been previously trained in SP10 but haven't undergone refresher training in the last three years please enlist in one of our [Refresher Courses today.](#)

Auckland	15 – 16 February
Christchurch	8 - 9 March
Auckland	21 - 22 March
Wellington	3 - 4 May
Dunedin	27 - 28 June
Tauranga	5 - 6 July
Auckland	9 - 10 August
Wellington	13 - 14 September
Christchurch	10 - 11 October

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SP5® Job Evaluation Training

Auckland	2 May 2017
Rotorua	13 June 2017
Wellington	11 July 2017
Christchurch	19 September 2017