

Mercer's Customised Solutions for your unique pay and HR needs



Mercer is recognised worldwide as the definitive source of HR surveys, reports and consulting. As a result, we are well positioned to source the necessary information to meet your specific resourcing needs.

Why use us? Mercer is respected as an independent provider of HR information ensuring confidentiality and objective analysis of sensitive remuneration data and workplace trends.

Mercer's *Customised Solutions* team is experienced in delivering responsive and timely solutions for particular pay and/or HR issues across any industry, sector or employment group.

Our *Customised Solutions* team can give you the information and support you need.

■ Market Pricing

- Executive and non-executive job matching plus provision of pay data according to specific and highly relevant market segments

■ Customised Surveys

- Pay data and trends for a specific employment group eg across a peer group or by geography
- Allowances, Benefits plus Incentives - Target and Actual within a particular market
- Online questionnaires on budgeted salary movements within a nominated peer group
- Benefit vehicle prevalence among your competitors and the ability to value cars consistently
- Specific market comparisons on employment issues such as staffing ratios, budgets, training or turnover by division

■ Software Solutions

- Employee performance measurement through online 360 degree feedback questionnaires
- Pay review and market competitive analysis against specific markets
- Centralised job evaluation and storage plus market benchmarking for customised reporting

■ Remuneration Management Partnerships

- Assistance in managing the various aspects of your remuneration function eg annual Salary Reviews

The goals of Mercer's *Customised Solutions* team are to deliver accurate, relevant and timely information and offer flexible support to maximise efficiency and spend during these challenging times.

Introducing Mercer's
Customised Solutions
for your more
specific pay and
HR requirements.

Sample Reports

Customised Pay Survey

Supervisor Customer Service:
430.532.240 – Supervisor – Customer Service

Sample Size = 11

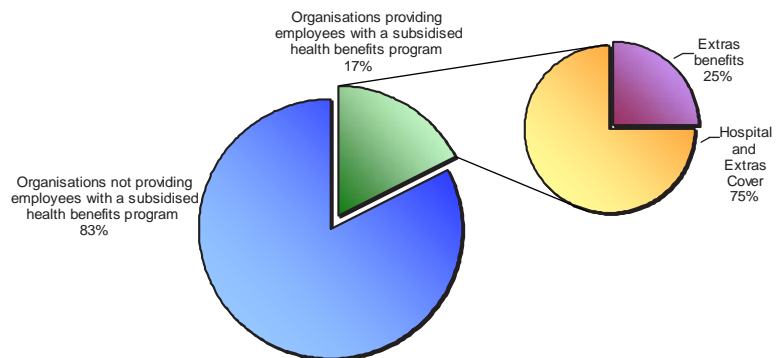
	Num Incs	Num Orgs	Q1	Median	Q3	Average
Base Salary	10	8	64,994	69,791	84,059	76,859
Car Allowance	1	1	--	--	--	--
Leave Loading	5	4	945	1,082	1,187	1,070
Total Cash	10	8	68,148	72,985	85,000	79,204
Annual Ordinary Time Earnings	10	8	68,678	76,018	90,686	81,422
Superannuation – Defined Contribution	11	9	5,932	7,066	8,251	8,118
Total Fixed Superannuation	11	9	5,932	7,066	8,251	8,118
Total Remuneration	10	8	74,964	79,813	93,354	89,210
Value of FBT	2	2	--	--	--	--
Employment Cost (incl. Super)	11	9	75,823	80,822	91,390	89,904
Employment Cost (excl. Super)	11	9	68,695	74,230	83,238	81,669
Actual Incentive/Bonus (inc Super)	5	4	4,079	6,461	7,288	5,839

(--) denotes insufficient data

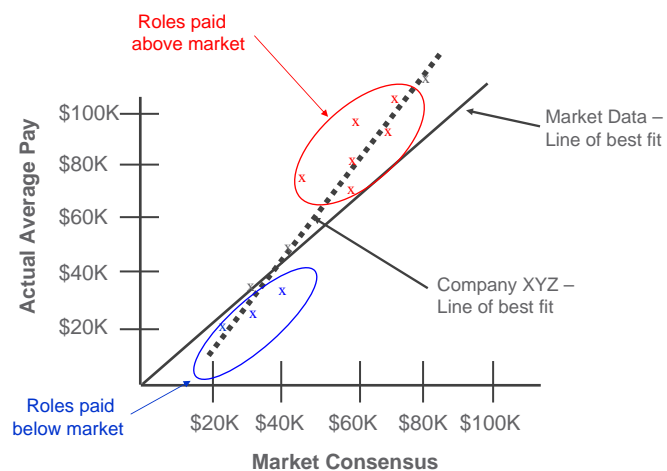
Customised Survey: Health Benefits Policy and Practices

Do you provide employees with a subsidised health benefits program and, if employees are provided with a subsidised health benefits program, what does the subsidised benefit cover?

Figure 1 - Organisation providing subsidised health benefits and its cover



Comparing Actual Pay to the Market



To find out more
 please contact the
 Customised Solutions team
 on 1800 645 186
 or email
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