



Oxiana Limited implements R.Review to manage the review of salaries, performance rights and bonuses in order to reduce errors, improve consistency and provide an easier process for managers.



Company: Oxiana Limited

Oxiana is an international mining and exploration company listed on the Australian Stock Exchange, with a market capitalisation of about AUD\$5.4 billion (as at Dec 31 2007).

Industry:

Mining & Exploration

Employees

Over 6000 Staff & Contractors

Industry:

Mining & Exploration

Solution

R.Review replaced spreadsheets as a means to review salaries, performance rights and bonuses

Key Benefits

- One centralised source of data
- Internet access for managers
- Consistent process for all managers (dept and HR) to follow
- One central point for data collection
- Ability to add employees and update employee details in one place
- Ease of transfer if employees under the wrong manager
- Involvement of site HR enhanced with one source
- Managers able to see all employee information at once
- Highlight inconsistencies in source data within Oxiana's ERP system

“R.Review meant we could spend more time providing advice and focussing on the business, rather than worrying about data accuracy.” - Rachel Wolfe: HR Manager Remuneration & Systems

The Need to Replace the Spreadsheet Based Process

Like many Australian organisations, Oxiana Limited used spreadsheets to manage the review of salaries, performance rights and bonuses. The spreadsheets were separated into departments and forwarded to the departmental manager(s) for updating. They were forwarded back to the HR departments for collating and final results issued back to the managers.

While ultimately effective, it became apparent that the use of spreadsheets caused additional work and created challenges and difficulties during the remuneration review process.

The need to distribute information for review and modification across the business created the potential for data entry mistakes and meant that significant time was spent checking and revalidating spreadsheets. This detracted from the time available to provide advice and value-add support to business managers.

Additionally, spreadsheets were not easily amalgamated to facilitate company wide analysis or edited so that the appropriate information could be distributed as necessary.

In 2007, Oxiana recognised that the remuneration review process could be made more effective by the use of an internet based tool.

The Solution

Oxiana implemented R.Review, a web-based solution in order to streamline the process. R.Review provides managers with secure access, via a web browser, to all the information needed to complete salary, performance rights and bonus reviews for their team members.

The Key Benefits

R.Review improved the remuneration review process for Oxiana and provided a number of benefits including:

- providing a single centralised source of data to reduce data errors and omissions and provide a central point for data collection;
- allowing internet access for managers to improve ease of access to the information across multiple locations and countries;
- implementing a consistent process for all managers (department and HR) to follow;
- enabling Human Resources to add employees and update employee details in one place improving data integrity and ease of use;
- enabling Human Resources to easily transfer employees that had been transferred or allocated to the wrong manager;
- allowing site HR to become more involved in the process; and
- highlighting inconsistencies in the source data within Oxiana's ERP system by being able to view all department data in one view.

The Experience

Oxiana were impressed with Remesys and found the organisation responded very quickly to requests and were very flexible.

The implementation allowed Oxiana to identify inconsistencies and complexities in their overall process which can be improved moving forward.

Managers found R.Review to be 'much improved and significantly better than spreadsheets,' said Rachel Wolfe: HR Manager Remuneration & Systems.