



A Post Merger Remuneration Solution For Volante

Following Volante's merger with Ipex the business identified the need for a solution to assess and manage remuneration for all employees within the 'new Volante'. Kylie Sprott, Volante's Group Human Resources Manager engaged CSi as the solution provider and we recently discussed the project and the results for Volante.

Describe Volante's remuneration objectives following its merger with Ipex.

We needed to address salary levels across the entire merged entity. Our aims were to identify areas where there were significant differences between employee's salaries and market rates and begin to build strategies to address them. We also wanted to implement a new commission plan that would be more appropriate for the 'new Volante'.

Why did you approach CSi for assistance?

We have a long standing relationship with CSi and we knew that CSi would provide the right skills to assist us in achieving our aims.

Describe the solution offered by CSi.

CSi's solution included matching Volante's employees to both CSi's salary surveys and then Volante's internal banding structure. It also included a CSi Consultant working with the HR team and in some cases line managers to build the benchmarks and provide ad-hoc remuneration advice. The solution was designed and documented to ensure that the developed structure could be maintained in-house by the Volante HR team on an ongoing basis.

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What work did the CSi consultant actually perform for Volante?

A thorough review of all of our salary bands was performed and a new and much more sophisticated spreadsheet to manage remuneration was put in place. Assistance with a job grading exercise was also provided along with recommendations for a revised commission plan.

Describe the experience of having a CSi Consultant work closely with you and your team.

It was an absolute pleasure to work with the CSi - the consultant that performed the bulk of the work for Volante very quickly became one of the team! CSi's interaction with us was extremely professional and it produced high quality solutions to address all of our issues. Working together was a lot of fun.

What were the results for Volante?

A much more sophisticated and appropriate system for our salary bands and commission plans. It was also very useful to have such a strong relationship with CSi - they understand our business really well now and so if we require any additional help on other matters, it won't take long for them to provide appropriate advice.

Can you provide a personal comment/opinion/recommendation about CSi and CSi's services?

I can't speak highly enough of the team at CSi. They have been extremely helpful with all of our growing requirements around remuneration and benefits - they really are an extension of our team. Our relationship has developed over time and CSi has always been extremely proactive in helping us.

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