

iTrent Salary Modelling

Only 17% of finance professionals globally are using people data to guide decision making on a daily basis¹. This is a huge waste of vital information which can be used to guide planning, forecasting and strategic decision making which can have a dramatic impact on the performance of an organisation.

How can MHR support you?

We unleash your people data and give you the tools to effectively plan your people costs, complete scenario planning and make a measurable impact to business performance.

What does that mean for you?

It allows you to prove legitimacy, to make an impact in the board room, and to your financial performance, by moving people data to the heart of strategic decision making.

Effective business-wide budgeting requires the ability to anticipate future requirements, identify pressure points and flag up both risks and opportunities. And of course, for the vast majority of organisations, workforce costs represent the lion's share of your budget.

Our iTrent Salary Modelling solution allows you to truly understand your workforce and achieve effective budgeting, forecasting and planning.

Budgeting and forecast modelling: Model your budgets and forecasts with accuracy and anticipate your organisations' future costs. Whilst taking into account a potentially complex range of factors such as pay-grade progression, and pension costs.

Re-forecasting: Allows you to review your budget part way through the year based on actuals.

Calculations: Carry out calculations like pay awards, pension contribution and restructure modelling.

Scenario planning: Carry out what-if analysis, by building models that integrate virtually any business driver into staffing plans, budgets and forecasts. Allowing you to make informed decisions with greater business impact.

Long-term and short-term planning: Produce short, medium and long term planning up to 5 years using current financial data.

Constant audit trail: A constant audit trail, showing which users have run processes and allowing them to be undone. Relax in the knowledge that everything your users are doing is recorded and changeable.



Key benefits:

- Remove the burden of time-consuming and repetitive admin for your team. Instead focus on the tasks that generate the most value for your organisation.
- Confidently plan for the future and discover the potential impact of your decisions to ensure that you've assessed every option. Understand how external factors, such as inflation rates will influence your plans.
- Accurately manage your people costs through accurate data. See how close to budget you are throughout the year and alter your spend accordingly to ensure that your resources are being deployed to the right place at the right time.
- Gain a complete visibility of your employee costs in a way that suits your business and see changes in real-time in order to make improvements and solid plans for the future. Get a clear understanding of your workforce costs, budgets, and models right down to the individual level.
- Take a proactive approach to change rather than a reactive one. Drive continuous cost savings for your organisation over time and increase ROI.

Please contact your Customer Relationship Manager for more information.

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