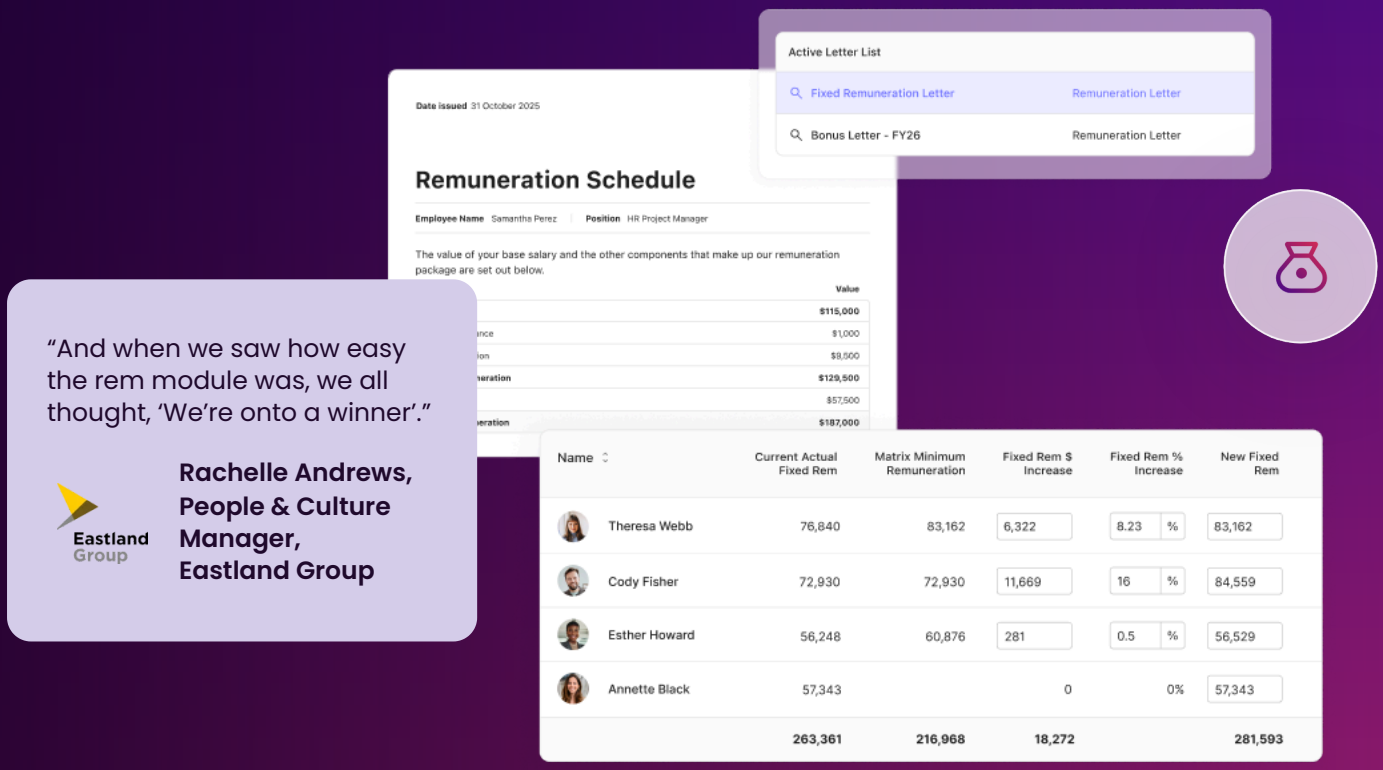
ELMO

Remuneration

Salary reviews, simplified

ELMO Remuneration gives you a structured way to run salary and bonus reviews with policy guardrails, live visibility and a clear audit trail.



"And when we saw how easy the rem module was, we all thought, 'We're onto a winner'."

Rachelle Andrews, People & Culture Manager, Eastland Group

Fragmented data leads to inconsistent pay decisions.

Disconnected performance and salary data, standalone approvals and limited visibility make remuneration difficult to manage fairly. This leads to:

- More manual work
- Harder-to-explain pay decisions
- Less cost control

The ELMO difference

Control your review cycle

Run a review cycle with clearer rules. Give HR and managers a guided workflow from recommendation to approval and communication.

Guide fairer pay decisions

Make more consistent pay decisions using performance outcomes, salary range context and policy guardrails. Support pay equity goals with gender pay gap reporting.

Balance reward with business control

Policy guardrails, workflow controls, modelling tools and reporting help you stay within budget and governance.

How ELMO Remuneration works

Connect performance and salary data

Bring ELMO Performance review outcomes into remuneration, removing manual consolidation and providing a clear starting point for reviews.

Offer one trusted view

Share visibility for stakeholders across performance outcomes, remuneration activity and budget impact, offering one view throughout the cycle.

Model scenarios and use controls

Model scenarios across different pay structures before decisions are made. Use rules-based controls and traffic-light guidance to flag decisions that fall outside policy.

Keep decisions traceable

Activity history, salary history and secure letter filing give you a clearer record of what changed, when it changed and who approved it.

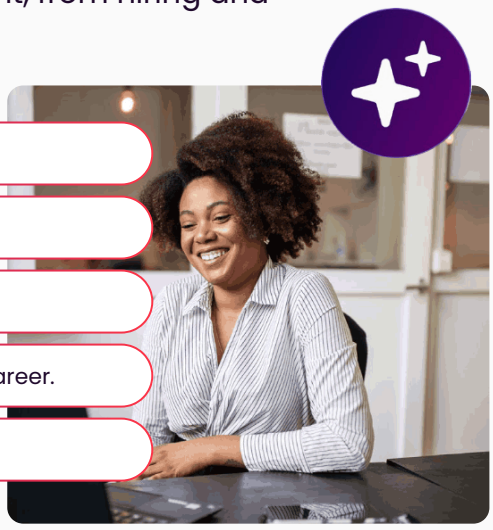
Support complex requirements

Support bonus and out-of-cycle reviews, benefits, allowances, local conditions, multiple remuneration structures, currencies and more.

The *Complete* AI Workforce Platform™

Connect remuneration to the people processes around it, from hiring and scheduling to development and workforce planning.

- **Hire:** Find, hire and onboard the right people faster.
- **Schedule:** Build demand-driven rosters that keep you compliant.
- **Pay:** Pay your people accurately and reward them fairly.
- **Develop:** Grow capability, strenghten performance and develop every career.
- **Plan:** Design and plan for the workforce you'll need next.



Retain talent with fairer pay decisions

See how ELMO Remuneration can help you support fair pay decisions and governance while reducing manual effort.

Book a demo

ELMO

Founded in 2002, ELMO Software is The Complete AI Workforce Platform™, unifying HR, Payroll and Workforce Management on one connected data foundation. Trusted by 2,000+ mid-sized organisations and over one million end users across Australia and New Zealand.