

# Outsourcing Options

Calabru can customize the following annual outsourcing packages to suit your requirements:

	What's included	Small	Medium	Large	
Remuneration & Total Reward Strategy	Market Data – Detailed Report Full detailed salary report for specific roles.	2	5	10	
	Market Data –Summary Summary of agency market data for more generic roles.	2	5	10	
	Annual Remuneration Review <i>including:</i>	2 days	4 days	8 days	
	• Merit matrix	✓	✓	✓	
	• Performance Ratings	✓	✓	✓	
	• Employee compa-ratios	✓	✓	✓	
	• Overall market data (industry move)	X	✓	✓	
	Job evaluations	X	X	5	
Grade structure audit	X	X	1		
Total Reward assessment	X	X	1		
Additional Market data, customized reports and analysis of all Total Reward Strategies is available as required					
HRIS and Data Management	Data Preparation <i>including:</i>	2 days	4 days	8 days	
	• Assessing Data Quality	✓	✓	✓	
	• Data Cleansing	✓	✓	✓	
	• Developing data structure	✓	✓	✓	
	• Preparing Data Extracts	✓	✓	✓	
Additional Data Preparation can be provided as required					
HR Reporting, Metrics & Analysis	Monthly Metrics & Analysis <i>including:</i>	✓	✓	✓	
	• Dashboard Report Summary	✓	✓	✓	
	• Report Packs (see table below for details)	Choose 1 pack	Choose 2 packs	Choose 4 packs	
	• Report split by department or Business Unit	✓	✓	✓	
	• Additional Segmentation	X	X	✓	
	• Distribution	HR	HR	HR + manager	
Additional Report Packs, Segmentation and custom reports and analysis are also available as required					
<b>Pack 1 Employees</b> <ul style="list-style-type: none"> <li>• Headcount</li> <li>• FTE</li> <li>• Gender profile</li> <li>• Age profile</li> <li>• Ethnicities/Nationalities</li> </ul>		<b>Pack 2 Separation</b> <ul style="list-style-type: none"> <li>• Employee turnover</li> <li>• Employee retention</li> <li>• Length of service</li> <li>• Reasons for leaving</li> <li>• Resignation factors</li> </ul>		<b>Pack 3 Leave</b> <ul style="list-style-type: none"> <li>• Absenteeism rates</li> <li>• Excessive absence lists</li> <li>• Leave liability</li> <li>• Excessive leave balance lists</li> <li>• Cost of leave</li> </ul>	
<b>Pack 4 Recruitment</b> <ul style="list-style-type: none"> <li>• Vacancies/open requisitions</li> <li>• Time to hire</li> <li>• Cost per hire</li> <li>• 100 day turnover</li> <li>• Agency spend</li> </ul>					
<b>Pack 5 Diversity Packs: Indigenous employment/ Gender/Restart Workforce</b> <ul style="list-style-type: none"> <li>• Headcount</li> <li>• Retention</li> <li>• Turnover</li> <li>• 100 day turnover</li> <li>• Reasons for leaving</li> </ul>			<b>Pack 6</b> <ul style="list-style-type: none"> <li>• FTE</li> <li>• Absenteeism rates</li> <li>• Excessive absence lists</li> <li>• Length of service</li> <li>• Tracking funding</li> </ul>		
<b>Pack 7 Custom reports</b> We can develop custom reports to suit your needs in a number of areas including but not limited to: <ul style="list-style-type: none"> <li>• Health &amp; Safety</li> <li>• Training</li> <li>• Talent Management</li> <li>• Regression analysis</li> </ul>					

Terms and conditions apply. All outsourcing options must be purchased for a minimum 12 months.

Prices are available upon request and will vary depending on the size of your organisation, the level of customisation required and any significant increase in data preparation