INNECTO
DIGITAL

Evaluate

Enable business agility, with Evaluate.

PAY BENCHMARKING

EXEC REMUNERATION

ORGANISATIONAL DESIGN

PAY STRUCTURE

REWARD STRATEGY

EMPLOYEE ENGAGEMENT

JOB EVALUATION

GENDER PAY

pg Personal Group
Part of the PG family

JOB EVALUATION EVOLVED
EVALUATE

Job evaluation and architecture tool designed by HR, used by HR and advocated by UK and global business leaders.

Evaluate is a job levelling tool that makes evaluating roles quick and straightforward, reducing the resource your department needs to commit to completing this vital yet often time-consuming task. Our robust system for evaluating jobs gives HR confidence that roles are being assessed fairly and consistently and enables HR to create a strong foundation to build an effective organisation. Uniquely, Evaluate allows you to proactively plan for a rapid change of direction or growth, and provide clarity around requirements of organisational design – both current and aspirational.
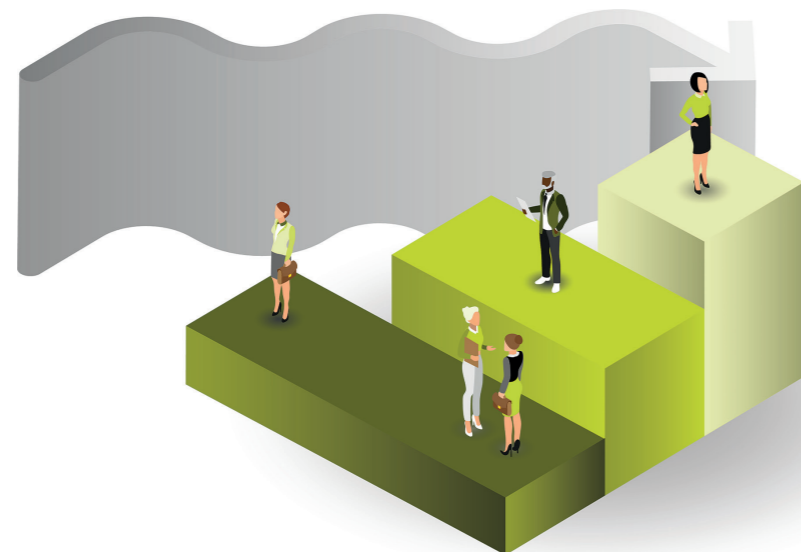
Evaluate's straightforward navigation takes you quickly from job description creation to job architecture, giving you the comfort of a joined-up process, without a drain on resources. With a built-in job description library facility, which allows for creating, saving and editing of job descriptions linked to evaluations, the robust and simple process of evaluating roles and identifying where they sit within the levelling framework creates a foundation for pay frameworks.

Based on work level theory and underpinned by an analytical job evaluation scheme, our agile system and reliable methodology works with organisations as they evolve or change direction. As a result, Evaluate can be used as an anchor to link to your succession planning, talent mapping and resource management tools.
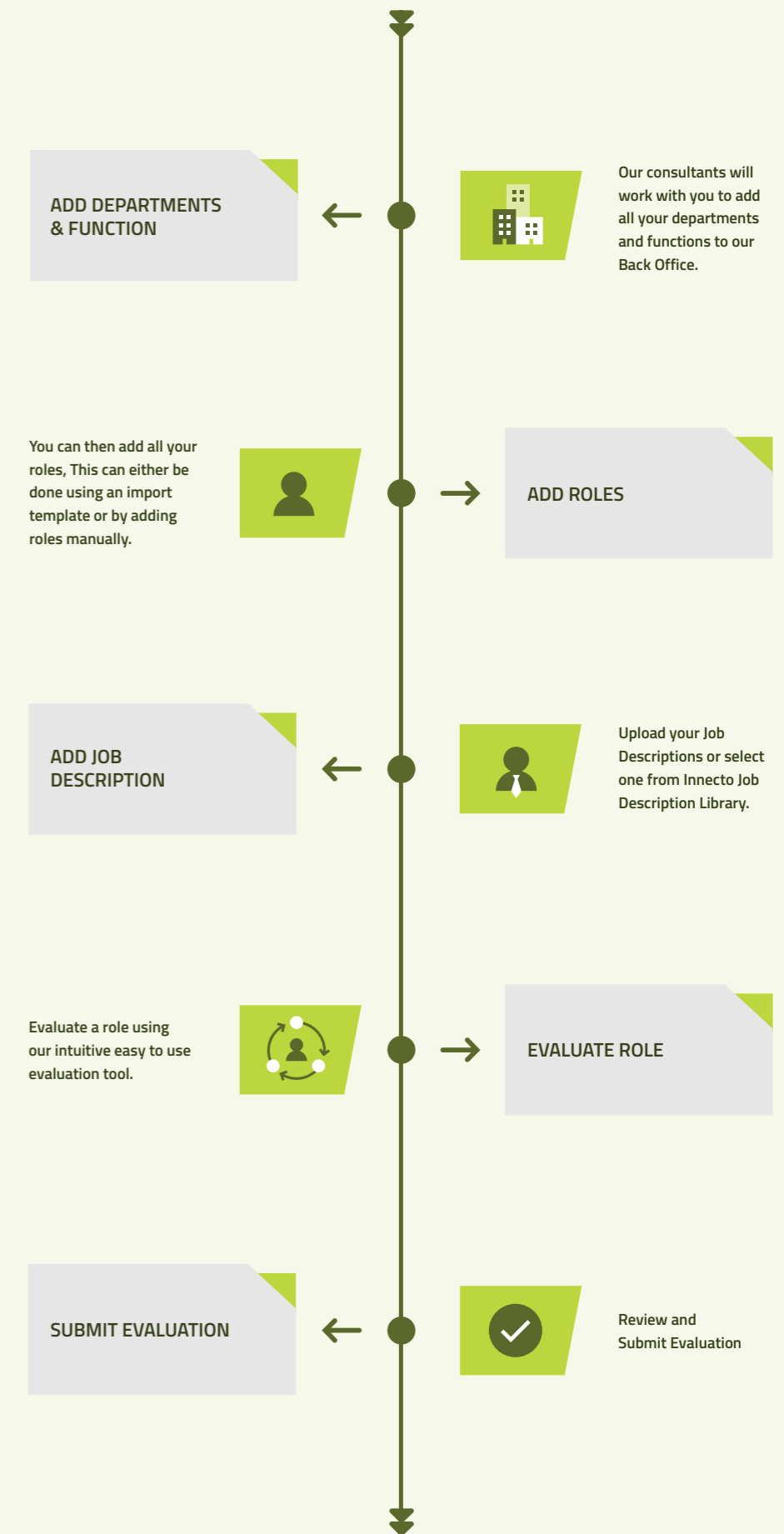
Within Evaluate, you can assess roles based on an intuitive and business geared system, without losing the robustness of an evaluation methodology. This ensures that you have the right roles, at the right levels at the right calibre to build an effective organisational design framework.

Our organisational design perspective enables you to plot your current organisational shape and clarify career pathways as well as the ability to create your aspirational organisation, to enable skill utilisation and talent mapping. Our market-leading tool also allows gender and ethnicity lenses, highlighting population clusters or gaps within your current organisational structure as well as the ability to map how to achieve an aspirational picture.

For auditing purposes, a full audit trail of evaluation outcomes is held within the tool, including comments to aid decision making and for validation purposes, and the dashboard and reporting suit enables tracking and assessment with ease. This also serves to engage your workforce by giving individuals clarity around level role expectations, and where they can add value to the business going forward by producing the results required.

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JOB EVALUATION IN FIVE SIMPLE STEPS

ADD DEPARTMENTS & FUNCTION

Our consultants will work with you to add all your departments and functions to our Back Office.

You can then add all your roles, This can either be done using an import template or by adding roles manually.

ADD ROLES

ADD JOB DESCRIPTION

Upload your Job Descriptions or select one from Innecto Job Description Library.

Evaluate a role using our intuitive easy to use evaluation tool.

EVALUATE ROLE

SUBMIT EVALUATION

Review and Submit Evaluation

FEATURES
EVALUATE

Simple to use, Evaluate is designed to allow anyone to conduct job evaluations quickly and efficiently, with or without prior HR knowledge.

Evaluate takes care of the full process, from the creation of Job Descriptions, right through to analysing the effectiveness of the organisational structure.

Evaluate is intuitive, easy to learn and provides reassurance, as it identifies inconsistencies to ensure accuracy of evaluations.

Give confidence to line managers with consistent and transparent job evaluations, and create departmental efficiencies by completing evaluations quickly and conveniently, with the ability to pause and slot evaluations as required.

Highlight pockets of roles that could fall within the 'Work of Equal Value' criteria to provide greater transparency and Equal Pay claim defensibility.

Create and store your own job descriptions with easy-to-use templates, held securely within the same system as your evaluated roles, allowing you to easily track the progress and status of evaluations.

Snapshots and historical data can be captured in the system, which will hold and protect all the evaluations done at any given time to allow for an audit trail and to map out wholesale changes without overwriting existing data.

Create and download bespoke, dynamic visual reports and provide data snapshots for auditing purposes.

Bring your organisational design to life, with aspirational and current organisational shapes to allow gradual progression towards that goal, gender and ethnicity overlays, and dynamic Organisation Charts.

Quickly search, filter, analyse and compare by job title, department, function, location, status, assessor, score, boundary roles, organisational level and more.
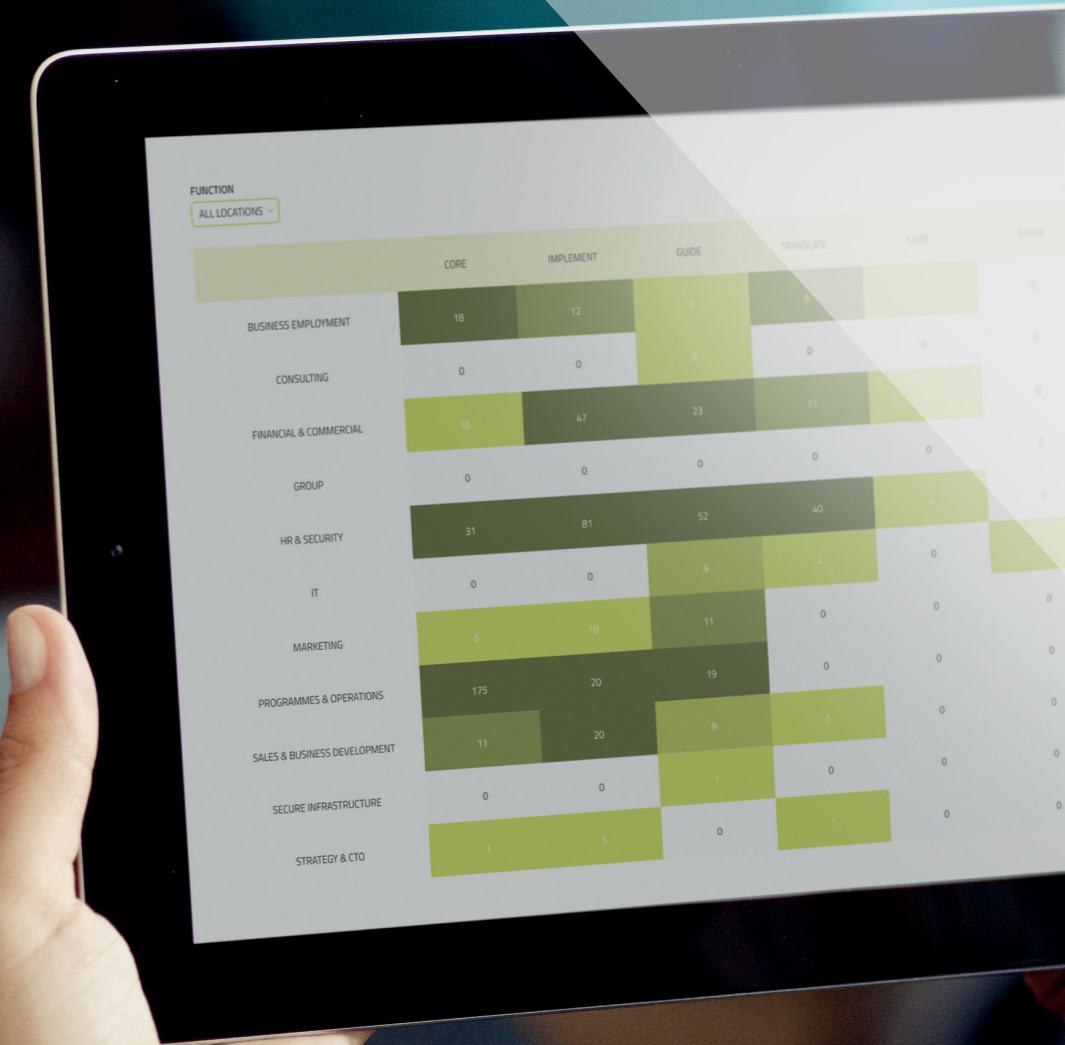
" The whole team were very vocal about how fun and enjoyable the Evaluate training session was! Everyone was incredibly engaged in what they were learning in the session and how they could now apply it to the business. The strategic context Evaluate provides for the application of the job evaluation process, such as the heat spots and formations of different companies in different industries is so powerful, and the criteria and nomenclature for each type of role rang so true and the methodical, systematic approach felt bite-size and achievable."
Emma Rudd, Global Head of HR/People, Disguise

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REPORTING
EVALUATE

Evaluate is packed full of reporting functionality that will add value. Reports can be configured to be filtered by designations, locations, and users.

Advanced search and filtering for flexibility and speed to pull back evaluations under several search criteria, such as Assessor, Level, Role or Function.

Status and progress reporting to identify evaluations which are incomplete, paused, or flagged for further assessment.

Role heat map reporting to identify where roles are evaluated and compare across the organisation. Understand where some levels are more populated than others.

Work of equal value flagging, and the generation of the 'work of equal value' report, allows roles that are falling inside and outside of this to be investigated to ensure roles are reflected without bias.

Overlaying Gender and Ethnicity to identify profiles within the evaluations, and to aid Diversity and Inclusion strategies.

Cusp of change report to allow for monitoring roles that either just tipped into the level above or did not make it.

Check perception of organisation configuration to reality.

Create 'blueprint' & 'aspirational' shape for proactive organisational design planning.

Intuitive evaluation flow and edit facility, to ensure quick and accurate evaluations. Fast tracked role assessment can be enabled.

Logon credentials can be pre-configured to manage various permissions within the system

" Evaluate was a great fit for Old Mill. It's simple to use, but robust enough to underpin our entire business transformation plan. Innecto worked with our internal team to add value throughout, and really went the extra mile to understand our strategic aims and design a solution which supported the whole business. Their expertise was invaluable in challenging my thinking and bringing together a creative solution."

Diane Wood, HR Director, Old Mill

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TECHNICAL SPECIFICATION
EVALUATE

CONFIGURATION

Core Set-up
- Mobilise, create reporting structure and data requirements for implementation
- Set up credentials and user permissions based on subscription level
- System functionality training based on subscription level
- Includes file transfer configuration based on subscription level

Customisation
- Modification of user functionality bespoke to client requirements
- Modification of technical functionality bespoke to client requirements
- Continued maintenance of modifications

SUBSCRIPTION FEE INCLUDES

Software
- Ongoing use of software for the duration of the agreement
- Self-sufficiency and full control over data and insights

Maintenance
- Regular functionality and security updates and maintenance
- Helpdesk & Technical Support

Security
- Hosting PCI DSS Compliant
- Certified by both ISO27001:2013
- Cyber Essentials Plus

ADDITIONAL SERVICES INCLUDED

- Refresher training for main HR users and/or Induction training for new HR users
- Access to Job Description library
- Evaluate minor changes to configuration and organisational structure in back end

API & SINGLE SIGN ON (SSO) INTEGRATION

Innecto Digital is built on technology that allows connectivity into Payroll or HRIS systems and external benefits providers. This same technology is agile enough to meet client requirements to make for a more enhanced user experience and ease of data flow. With the API functionality, Innecto can offer API integration options which allow automated data exchange between Innecto Digital modules and established HMIS platforms.

Utilising an API makes for a more streamlined process, to allow the data flow between systems. Building in alerts to ensure consistency and change of data will aid in real time data insights.

The set up for API feeds with automated data mapping will require configuration and working with the HRIS system technology and your internal technology function. Innecto's API Implementation Consultant will work with you to establish the data source, map, schedule, alerts and approval process to enable data flow. The level of API configuration will be established upon a scoping session and will be costed out separately.

Logon credentials can be preconfigured to manage various permissions within the system.

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INTRODUCING
INNECTO DIGITAL

Harmonising and Humanising Pay and Reward.

Four tools in one innovative solution: designed by HR professionals for HR professionals and built on world leading technologies, the Innecto Digital platform hosts a suite of market-leading solutions to help develop and implement fair, consistent and best fit reward programmes.

Our solutions span the employee lifecycle and provide essential tools to manage talent strategies effectively, translating intent and purpose into impact and delivering.

The Innecto Digital platform acts as an anchor for four business savvy, enabler tools that pull together the fundamentals of reward: job evaluation, levelling and competency frameworks, organisational design, pay benchmarking, pay progression, employee engagement and communications. We join the dots between these disciplines to deliver unique insights to propel your business forward.

Empowering companies to:
- understand and align the optimum organisational design to meet business objectives
- identify flight risks and past glories
- maximise the ROI on people spend and deliver real operational value to businesses
- amplify the power of their employee deal by communicating it effectively

The standalone solutions can be purchased individually or collectively and tailored to suit your business needs.

Despite the myriad of HR tools in existence there is a lack of joined up insight to drive innovation and advance the approach companies take to position their pay and leverage spend. Innecto Digital applies a new lens to aid businesses in determining where they need roles, what they need to pay for these roles and how pay is progressed over time.

Innecto Digital allows you to take your role-based strategy and unite it with the tools to effectively communicate the employee deal; whilst measuring the impact on your key stakeholders and the companies bottom line.

Our clients make us special...

AQA — Realising potential
BRITISH LIBRARY
BMA
SAGE Publishing
innocent
Prince's Trust
THE CROWN ESTATE
ECB
UCAS

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CENTRALISED REWARD INTELLIGENCE

EVALUATE
A global job evaluation and architecture tool guiding you through JD creation, job evaluation and levelling through to organisation design.

FLOURISH
Coming soon.
Translating role requirements to the performance of the individual. A structured, flexible framework to identify the strengths and development needed to maximise performance and future potential.

PAYLAB
Powerful and adaptable pay insight, providing clarity on market pay positioning with at a glance analytics.

ADVANCE
Fully customisable pay modeller, taking the heavy lifting out of pay review. Managing budgeting and distribution.

AMPLIFY
The home of your Employee deal, uniting your well being and benefit offering with a suite of engagement and communication tools.

WHY
INNECTO?

Unparalleled expertise...
with us, you're in safe hands

We are passionate and proud of what we do. Specialists in our fields, we provide creative and commercially-focused talent and reward solutions to help our clients get their pay and reward working harder.

We're not career consultants - we've been in your shoes. Our team all have years of in-house experience and enjoy using their knowledge and expertise to meet our clients' strategic objectives.

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🐦 @InnectoReward

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D I G I T A L

REWARD STRATEGY | INTERNATIONAL REWARD | EXECUTIVE COMPENSATION
EMPLOYEE ENGAGEMENT | PAY BENCHMARKING | GENDER PAY AUDIT & CONSULTING
JOB EVALUATION | REWARD COMMUNICATIONS | PAY FRAMEWORKS
VARIABLE PAY | SALES BONUS | REMUNERATION COMMITTEE SUPPORT
BENEFIT AUDIT & DESIGN | PERFORMANCE MANAGEMENT

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Part of the PG family