

# Programmed



## The Challenge

Programmed is a leading provider of staffing, maintenance and facility management services, employing more than 20,000 people across a broad range of industries providing services for over 10,000 customers. Programmed thrives around the ability to recruit, deploy, manage and maintain a large, directly employed workforce of professional, skilled and semi-skilled staff with a wide range of capabilities.

Efficient, transparent and equitable remuneration sit at the heart of this process and Programmed knew the importance of implementing a robust compensation system. With recent acquisitions driving a spike in growth, Programmed recognized that any solution they chose would need to be flexible enough to offer an array of functionalities across a workforce of highly diverse skillsets, as well as offering a variety of review structures and philosophies to allow them to align completely with their vision of being a leading provider of staffing, maintenance and facility management services, without injury.

“The ease and configurability of Curo’s software has proven to be an invaluable piece of our compensation strategy. Curo’s ability to handle our complex compensation processes has allowed our team to spend more time focusing on the impact of our compensation strategy versus the process itself. We are now confident that our company will execute an overall company and compensation plan that delivers equity, fairness and transparency. We know that Curo’s team of compensation experts will assist us through this journey and that Curo’s software will adapt with the evolution of compensation in the future.”

**Liam Bax-Branagan**

Manager, Remuneration  
and HR Analytics



## The Solution

Programmed chose to use CURO Compensation Management to gain tighter control and governance over their compensation processes while benefiting from the solution's configuration flexibility.

They now manage salary reviews and bonuses across a variety of business functions adhering to the necessary policies and practices yet allowing those rules to be broken when needed, with a fully auditable trail when these changes are made.

They also leveraged the solution to gain a greater insight into their gender pay equality as part of their standard salary review process. They chose to display gender-related demographics in the data sets to help managers understand where these gaps had been forming during the remuneration process, as well as key graphics on home screens that highlight any gender pay issues.

## The Results

- Integrated compensation processes across multiple business functional units with varying criteria.
- A truncated review period to cater to the varying units as needed.
- Increase in accuracy of reward by ensuring that managers are making appropriate recommendations within budget, with the right information.
- A full audit trail for all changes and recommendations made in the cycle.
- Allow for rule breakages in scenarios that fall out of the norm without causing undue issues.

### About Curo

Designed and developed by compensation experts, Curo's Compensation Management Software enables organizations to achieve the biggest impact, through compensation, to drive business performance and employee engagement while ensuring pay transparency, equity and compliance.

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