Sage Software

CURO

The Challenge

Sage Software is a global market leader for technology that helps small and medium business perform at their best. Sage is trusted by millions of customers worldwide to deliver the best cloud technology and support to manage finances, operations, and people.

In 2019, Sage's reward team was stuck dealing with a complex matrix structure and backward-looking approach to handling their reward programs. From generic pay ranges and inconsistent grading, to a lack of transparency for managers and colleagues about reward calculations, Sage was ready for a transformation.

The Solution

In 2020, Sage teamed up with CURO to ensure they put their people first and make it easier for managers and executives to take control of fair pay and bonus decisions based on performance. In doing so, leadership developed a simplified compensation system and bonus plan, and employees felt happier and motivated by understanding how their work progress was reviewed and tracked.

Top five CURO features used

Configurable incentive compensation calculator
To calculate proration, absence management and bonus slices.

Custom alerts and guidelines
To empower and guide managers in line with corporate governance.

Flexible budget management and constraints
To manage multiple pay, incentives and promotion scenarios easily.

> "It was a fantastic experience. Such a good idea to give the manager - who actually knows their team members - the opportunity to fairly distribute the amounts. CURO's software is well thought out and brilliant."

Ralph Steward
VP Reward at Sage

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Automated workflows
To simplify submission and approval processes for increased efficiency.

Compensation statement and letter generator
To quickly communicate pay to those who contribute the most to business.

The Results

By using CURO Compensation Management software, Sage was able to:

- Complete 11K+ employee reviews by 1,600 managers in 3 weeks
- Capture pay, bonus, and LTIP recommendations for all employees
- Calculate bonuses using "slices"
- Redstribute £1.5M in bonuses more effectively and fairly
- Realize and reallocate £366K in absence adjustments
- Achieve £1.5M in cost savings

About CURO
CURO's compensation management and pay equity solutions help make compensation decisions easy and fair.

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