



Capability Statement

2021



SalaryOne is a Perth-based management consulting business specialising in remuneration and human resources.

LEADERSHIP, INNOVATION AND STRATEGY.



Value proposition

SalaryOne provides a unique consulting and benchmarking service with a focus on remuneration, workforce and human resource management.

Remuneration is reward for work – salary, allowances and benefits. At SalaryOne we advise employers on how to structure and set salaries and benefits to provide value to employees at an optimal cost.

Unlike other remuneration consultants we have expertise in benchmarking a suite of workforce and human resource management topics. Workforce planning is the process of analysing and forecasting workforce trends. Human resources, often now called people and culture, is the life cycle of employing and engaging people in work and careers.

SalaryOne has developed a unique process and online platform to collect, analyse, report and share valuable data and insights with employers in selected industries and regions of Australia.

We apply this knowledge and wisdom to assist employers to address remuneration, workforce and human resource problems and opportunities.

Our approach

SalaryOne provides a bespoke consulting service, tailored to client needs and context. Our approach includes:

- a clearly defined project scope and fixed fee quote
- thorough research and analysis of organisation documents and external information sources
- easy to read reports
- pragmatic and practical insights and solutions
- a confidential and reliable advisor

Metrics

SalaryOne reports on a range of common metrics and has developed unique metrics for human service organisations. Examples – business software, car benefits, CEO pay equity, corporate services staffing, employee expense, employment type, leave liability, revenue per FTE, salary packaging participation, tenure and turnover.



WEALTH OF KNOWLEDGE AND INSIGHTS



Services

SalaryOne designs and conducts tailored surveys and benchmarking for industry associations and employer groups.

- Industry salary and workforce benchmarking surveys
- Innovative web portal with dashboards, user filters and reports, tools and resources.



Local government salary and workforce portal - The WA Local Government Association salary and workforce portal is powered by SalaryOne. We work with the WALGA Employee Relations team to design, conduct and manage an annual survey open to 150 local governments in WA and NT.

Survey results are presented on a custom-built web portal with dashboards, user filters, calculators, resources and downloadable reports. The data and metrics are used by WALGA and local governments for salary reviews, job design, enterprise bargaining and workforce planning.

SalaryOne provides remuneration consulting services:

- Remuneration policy
- Salary reviews and salary scale design
- Board fees
- Fringe benefits and salary packaging advisory



Salary reviews - SalaryOne conducts external, independent salary reviews for CEO, executive and other management roles. The process includes interviews with job holders and supervisors on nine job evaluation criteria, authentic market salary data, total remuneration calculations, remuneration ratios between management tiers, and comments on superannuation, fringe benefits and salary packaging arrangements.

SalaryOne provides strategic HR advisory services:

- Organisation design and structure
- Job design and evaluation
- Strategies to improve HR business impact.



Job design - Some organisations have entrenched anomalies in position levels and salaries. SalaryOne applies an objective and pragmatic approach to realign levels and transition to a fair, consistent and viable classification framework.



VALUABLE SALARY AND WORKFORCE DATA AND METRICS



Customers

SalaryOne specialises in working with industry associations and human service organisations that provide civic and social services. This includes local government and not-for-profit organisations in aged care, community services, disability services, education, health services and other charitable institutions. Employment costs are usually the largest cost centre in human service organisations. It pays to get tailored advice to effectively manage this resource.

Some of our clients since 2017:

Ability Centre	Access Housing	Air Force Association WA
Alta-1 College	Amana Living	Anglicare WA
Australian Federation of Air Pilots	Avivo	Bethesda Health Care
Brightwater Care Group	Community Employers WA	Department of Communities
Health Workforce Queensland	Identitywa	Juniper
Launceston City Mission	Melville Cares	MercyCare
Mosaic Community Care	Ngala	Palmerston
Perth Hebrew Congregation	Rise Network	Royal Flying Doctor Service (Western Operations)
Ruah Community Services	Rural Health West	SwanCare Group
Therapy Focus	UnitingWA	WA Local Government Association
Wanslea	Women's Health and Family Services	Wungening Aboriginal Corporation

Consultant profile

Julian Keys founded SalaryOne Pty Ltd in 2013. He has 25 years' experience in remuneration, organisation development and human resources.

In 1999 he founded STeP Salary Packaging Pty Ltd. The service grew to provide salary packaging administration services to 115 not-for-profits in WA. In 2007, the company won the WA family business 1st generation award.

Julian holds degrees in Commerce and Social Work from UWA and is a graduate of the Australian Institute of Company Directors. He is a fellow of the Australian Institute of Management WA and a founding member of the Perth HR Alliance. He was a board member of aged care provider SwanCare Group Inc for 9 years, including 4 years as Chairperson.

As a strategic and innovative thinker who delivers practical solutions, Julian is the principal consultant and lead designer of SalaryOne's proprietary benchmarking software.

Other SalaryOne team members are a software developer, marketing officer, data officer and executive assistant.



RELIABLE
AND TRUSTED
ADVISORS

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