



- Composite Material Supplies Ltd distributes composites to manufacturers. They offer a full range of products and onsite support.
- Their work covers numerous sectors, such as marine, transportation, construction, sanitary ware and corrosion-resistant.

- CMS is a subsidiary of AOC, a leading global supplier of resins, gel coats and colourants for composites and cast polymers.

What did our client need?

- Our client wanted a market salary survey report.
- The report had to be specific to their business sector and area.
- The relevant employees were drawn from all aspects of the company, including managerial, administrative and warehousing roles.

What challenges did we face?

- Making accurate judgements.
- *We took into account each employee's experience (prior work / years with the company / in that role) and academic achievement.*

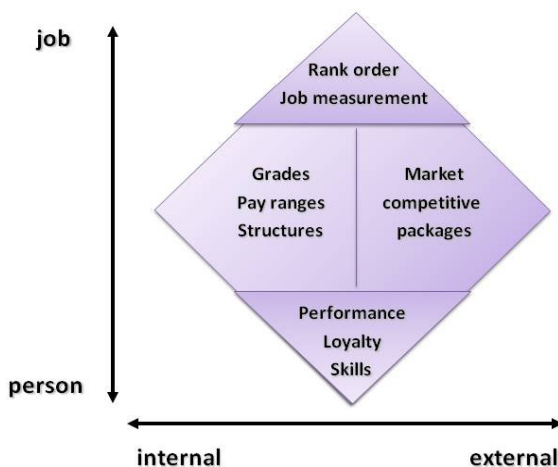
How did we help?

- After a briefing session, we collected and reviewed background company information.
- We then interviewed all relevant employees.
- The benchmarking process involves collating comparative data from a variety of sources:
 - Ways' national database;
 - Comparable publicly advertised posts;
 - Specialised survey data.

What benefits did our client gain?

- Our client was able to grade jobs according to their true value, internally and by market and sector.
 - "The results enabled us, as a growing company, to place structure and goals from a business perspective and for individuals."
 - "This has proved invaluable to both AOC and CMS, more importantly to our employees."
- Peter Burrows, Finance Director, CMS Ltd**

Getting pay right



"The results were extremely beneficial. The excellent work resulted in a successful pay review for our staff. Thank you."

**Peter Burrows, Finance Director
Composite Material Supplies**

Your Reward,
Development &
Performance Partner

- Assessment & Development
- Career Management
- Coaching
- Competency Based Interviewing
- Competency Frameworks
- Customer Satisfaction
- Employee Engagement
- Equal Value Compliant Pay
- Independent Job Evaluation
- Job Family Modelling
- Leadership Development
- Outplacement
- Performance Management
- Recruitment Management
- Reward Strategy
- Salary Benchmarking

For more information on Salary Benchmarking:

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