EQUUS
SOFTWARE

The Equus Platform Supports Complex Cost Calculations for a Large Mobility Program

At-A-GLANCE

The Company
Industry: Oil & Gas
Mobility Population: 6000

The Challenge
The company had a highly complex compensation calculation logic and a system that wasn't customizable.

The Solution
The company implemented the Equus Platform for it's comprehensive, configurable and flexible solution.

The Results
- Full control and visibility over the entire global comp process.
- Ability to generate hundreds of compensation calculation in 1-click.
- Streamlined comp review process with automatic document generation and sharing.

The Company

A multinational oil and gas company have a very complex calculation process to support its global workforce. The mobility function supports 6000 global employees on multiple international policies, including industry specific programs such as rotator moves with multiple back-to-back assignments, from one location to the next, without repatriation to home.

The Challenge

Given the client's expansive mobility program, their calculation logic was highly complex and based on several factors such as job grades, salary levels and policy considerations. For example, because their spendable logic included several factors, multiple partial computations were required, which added several variables to calculate a final monthly amount –making it a very manual and tedious process.

Additionally, the client's previous technology solution was not customizable, which made it difficult and time consuming to make calculation changes or policy updates.

The Solution

The company chose the Equus Mobile Workforce Platform for its configurable global compensation functionality. With the ability to customize the solution, the mobility team was able to include every important detail in their allowance calculation – helping automate what was once a lengthy, manual compensation calculation process.

These complex calculations are built on logic that ensures all the needed information is captured and processed to support the client's unique requirements. To do this, the team utilized a number of data tables in the Equus Platform to ensure salary, bonus and pension information was correctly inputted to the calculation, while also considering location specific factors. The team also configured automation rules in the system, such as automatically deducting allowances based on policy rules after a certain amount of time has passed.

Data Tables

The Equus Platform stores several data tables that are used for different calculations without risking multiplication or discrepancy of data. It is easy to update these data sets by integrating with data providers or allowing the mobility team to directly import huge amounts of information, ensuring there is a single source of truth for any calculation.

Re-use of Calculation Logic

The complex calculations were the basis of cost projections for the business and compensation statements for the employees. The Platform allowed the client to utilize any configured calculation logic to multiple areas, therefore once a specific calculation such as spendable was established then the system could apply the same principles to cost projections, compensation calculations or even payroll instructions.

Multiple Calculation Variables

The Equus Platform can differentiate calculation input based on several factors such as location, policy or job grade. Assignment allowance calculations are based on a number of variables and the client needed a trustworthy solution making sure that certain allowances are excluded when needed.

Multi-Step Calculation

Computations based on many factors require the ability to perform step-by-step or partial calculations. The Platform allows users to add several layers within a single calculation to ensure the mobility team receives the final numbers as expected while having overview of partial results.

Equus' Tax Engine

The default tax logic available in the Platform ensured that accurate tax or social security contributions were applied when necessary.

The Results

The Platform's batch functionality allows the mobility team to generate hundreds of compensation or cost calculations with one click. The system generates these costings and compensation documents while also incorporating the client's formatting and content requirements.

The system also produces multiple documents en masse, such as employee facing balance sheets and internal facing financial reports that can be automatically shared with stakeholders with a click. This feature helps the client automate the recurring re-calculation processes, such as the annual compensation review.

The Platform provides the client with a configurable solution that empowers the mobility team to support the global population with quick, accurate and automated cost and compensation calculations. The team has the control to update these ongoing, allowing them to quickly respond to policy updates and changes affecting the allowance calculations.

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