



## Case Study

### RPS GROUP

**RPS is a large company who employ over 4500 people globally. They use Strait Logics for both Total Reward Statements and Flex in the UK and Total Reward Statements in the US & Canada, Netherlands, Norway, Australia & New Zealand and Malaysia.**

#### Why Strait Logics?

RPS has been using Strait Logics since 2019. Strait Logics provide a much needed HR solution with its high-standard technology that other providers couldn't match on a global basis. The Strait Logics teams' commitment to deadlines and their professionalism ensured the project ran smoothly, backed up by ongoing support.

Prior to incorporating the Strait Logics Flex system, employees had limited ability to choose benefits that fitted their needs and the administration processes were time consuming and unreliable. Flex has enabled RPS to provide employees with a far greater choice whilst making significant NI savings through the simultaneous implementation of salary sacrifice pensions.

#### The Benefits of Strait Logics

Strait Logics' single sign on Rewards Portal platform has been very well received by RPS employees who now receive all reward communication via the portal including Total Reward Statements, bonus letters and share documentation.

Within the UK, the take up of Flex has been very high with the vast majority of employees accessing the site and many have taken advantage of the new benefits eg 16% have purchased extra holiday. HR Departments and employees globally really



## TOTAL REWARDS FLEXIBLE BENEFITS

benefit with the ability to have the latest Total Reward Statement and all other reward communication at their fingertips in their native Language without the need to memorise passwords.

Employees really appreciate that they can easily access the services, information and choices provided. RPS have received very positive feedback and are confident that this is helping to drive employee satisfaction, which helps reduce turnover. Flex has also benefitted commercial activities by enabling the painless harmonisation of core benefits for TUPE employees.

#### Conclusion

After two years RPS and its employees are delighted with the services provided by Strait Logics. Although the nature of the software means it is not used daily; employees now always know where to find important reward documents, Flex has enabled them to choose benefits that suit their lifestyle and new recruits can easily replicate their old benefits.

Strait Logics successfully provides a HR solution for the entire company and due to its professional manner and unmatched customer service, Rewards Portal has greatly improved employees' awareness and appreciation of their package.

