



Performance Management Report 2022



 **Clear Review**
an  Advanced company



About

This is Clear Review's third annual performance management report; we believe it is important to track the changes happening in the world of performance management, in order to better understand the changes, struggles and progress currently happening in workplaces, so that we can adapt to support organisations to the best of our ability.

With over a **thousand respondents**, this year has been our biggest survey pool to date. We increased our reach from previous years because we wanted to be sure we were getting a full view of performance management trends, across a large range of sectors, and make a full and fair assessment of what the results mean for the world of performance management.

We carried out this survey with the help of a third-party provider, asking participants across the UK and USA a set of questions around performance management in their organisation, burnout, remote working and more. Some of these questions linked directly with last years, in order to see any changes, others were added due to new challenges we have seen in workplaces over the last 12 months.

A similar but varying set of questions were sent to HR Directors, managers, and general employees, to get multiple viewpoints on performance management.

We think this research has been especially important over the last couple of years with all the change happening globally, which has had a drastic impact on the lives of workers everywhere. The following content is our key takeaways as performance management experts, based on the results of the survey carried out.

Foreword

In late 2020 Clear Review was acquired by the UK's third largest provider of business software and services, Advanced. This acquisition has offered a wider reach and more resource for Clear Review, including expanding our research and access to some industry experts, such as Nick Gallimore, Director of Talent Transformation & Insight at Advanced. Nick provides thought leadership and consulting around the execution of HR transformation and contributes throughout this report.



By Nick Gallimore
Director of Talent Transformation & Insight
Advanced

About Nick Gallimore

Nick Gallimore is Director of Talent Transformation & Insight at Advanced. Nick provides thought leadership and consulting around the execution of HR transformation. Having led Advanced's own transformation in his previous role as Director of Talent & Reward, Nick provides Talent Management expertise across Talent Acquisition, Learning, Performance Management and Reward.

"2021 has been a uniquely challenging year to be in HR. With many of us starting the year in a forced-remote-working environment, we had a once-in-a-generation opportunity as we emerged to encourage our leaders to rethink many of the core principles of how we organise work.

Remote working, for so long "policed out" behind flexible working requests, set against a belief that those working at home risk being less productive than those in the office, has been effectively tested at scale, and people have responded positively. However, although hybrid working has been front and centre of this opportunity, getting it right has not been easy.

One thing that is for sure is that the success of remote working has changed people's expectations. During those initial lockdowns, many of us rebalanced our lives, either through necessity or to benefit in some way from the extra flexibility that remote working affords us, and with this comes a change in expectations. As organisations showed their hands (and their policies) on flexible working moving forwards, many of us voted with our feet, with 2021 ending with many organisations grappling with the so-called Great Resignation: probably the most significant, prolonged period of sustained Talent movement in living memory.

With all of that happening, and all the challenges thrown at leaders and HR departments, we have to wonder what wider organisational initiatives have been lost or pushed to the backburner. According to the results of our latest research – which you will see in this report – performance management might well be one of those things.

On the one hand, maybe this isn't a surprise – after all, many performance management processes, focussed around annual objective setting cycles and performance appraisals were unlikely to have been agile enough to deliver results in such VUCA times. Managers and leaders are likely to prioritise other activities, often seeing performance management as a tick-box exercise with little to no value.

But, if this is indeed what is happening, you have to ask - at what cost? As people continue to adapt to remote working, and as pressure on headcount increases, that shift away from a focus on performance leads to a loss of clarity on individual goals, creating the perfect environment for burnout: our people feel the need to work for longer, without real sharp focus, on a wider variety of actions. As our research reveals, our people end up doing more work than ever.

And, as our research also reveals, they don't feel that they are as productive as we perhaps think they are.

It's against this high-burnout, high-turnover backdrop that we enter 2022, which must surely be a year where culture is king, where we renew our focus on the tools, technologies and processes required to help our people be more productive, to work less and to feel better.

We have an opportunity to transform the people experience in a way many of us in HR wouldn't have thought possible: now we've tackled one age-old question of where and when work should take place, it's now time to tackle the next: how do we make work a happy and healthy experience that adds value to our people's lives?"



Introduction

2021 was a year of change in so many ways. Vaccinations were rolled out, restrictions began to lift, and life began to look a little more like it used to. There are, however, some things that the pandemic has changed for the long term, maybe even irreversibly.

To catch a glimpse of these long-term changes, we need only look at offices around the world. Once teeming with people, many are now only a fraction as full. Many believed that once the pandemic was under control, we would be able to re-open offices, and that the working world would go back to how it was before. What we've seen instead is the gradual realisation of the upside of remote working, many different interpretations of hybrid, and investments into office infrastructure to create office space for short-term collaboration, rather than all-day working.

As awful as the pandemic has been, it has given many of us opportunities to explore new ways of working.

Many employees have proved that they can work just as efficiently at home as they could in the office, some even more so.

Because of this many were reluctant to return to the office full-time, and were instead asking their leaders to allow them more freedom to decide where and when they work, depending on where they feel they are more productive.

So if the way people are working has changed, what about the way people are managed?

Employees are no longer sitting in offices meters away from managers on a day-to-day basis, but entire teams are no longer working entirely remotely either, so has the way people are managed changed? Here at Clear Review, an Advanced company, we are performance management experts and in this year's version of our annual Performance Management report we have focussed on what organisations are doing differently to manage their people.

So, as we've done for the past 3 years, we conducted a survey of 1,150 people across the UK and USA. Our respondents consisted of HR Directors, Managers and Employees from a broad range of sectors.



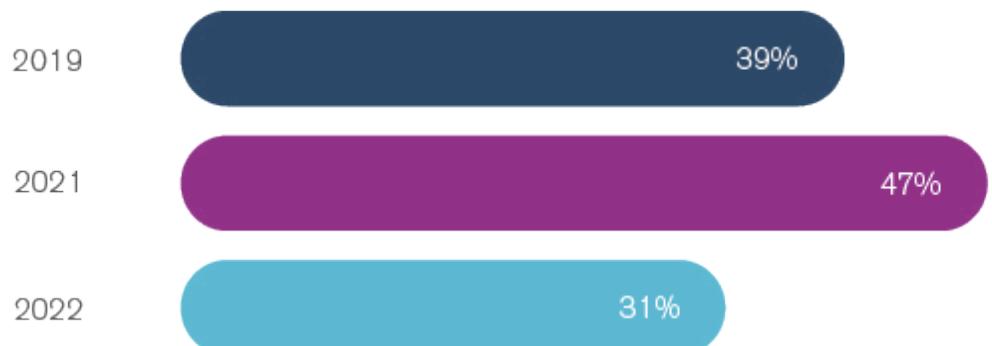
Performance management moves to the back burner

Whilst most HR Directors know how important a good performance management system is for an organisation's productivity levels, it would seem that in the chaos of the past year, the level of focus on performance has slipped.

We know this because on the one hand, we asked HR Directors directly, and 65% of them told us that their performance management process has been put on the back burner over this last year. But we also asked them what the focus of their performance management process is – a question we've been tracking for the past few years. And this year we've seen a significant drop in the number of organisations for whom performance development was the focus of their performance management activities – to just 31%.

At the same time, the number of organisations who felt that employee engagement was the primary aim of their performance management process has risen. In the 2019 report 39% of HR Directors said their focus was on development, this rose to 47% in the 2021 report, but has now fallen drastically down to just 31%.

Focus on Development



Focus on productivity and engagement however has risen since last year, going from being the main focus for 33% of organisations last year, up to 48% this year.

Focus on Productivity and Engagement



Whilst organisations wanting to build a culture of productive and engaged employees is great, there is a flaw in the logic here.

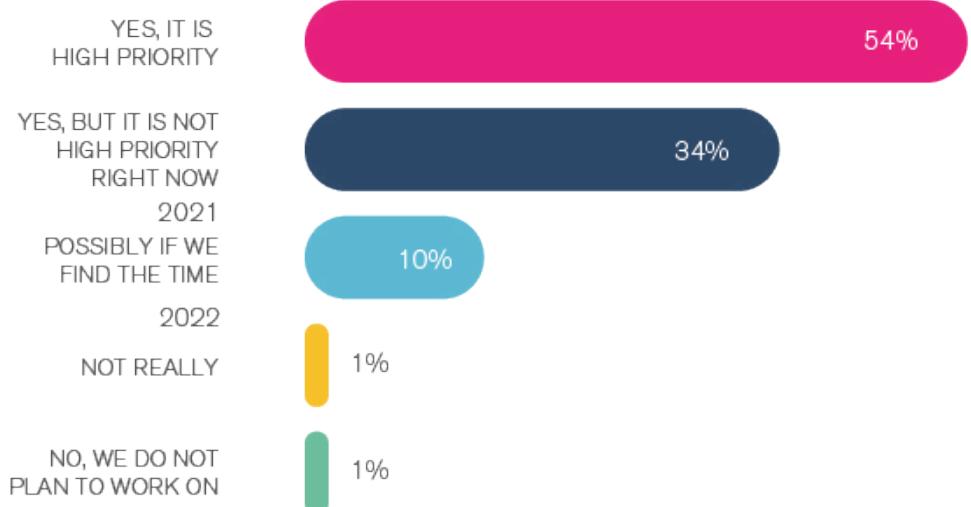
With everything that has been going on, it's perhaps understandable that our focus has moved slightly towards engagement, but it does raise questions about the potential ramifications. After all, performance and engagement are inextricably linked, and great performance management leads to engaged employees!

Performance management covers so many important processes within an organisation. Regular communication, goal setting, development plans, performance tracking, open feedback, engagement tracking and more.

All these things help towards engaging staff, checking on their stress levels and supporting them during any difficulties, so the notion that organisations are abandoning their performance management is very worrying.

However, HR Directors are not oblivious to this, when we ask them if they plan to work on their performance management next year, over half of them said yes and that it was a high priority, and a further 34% said they do plan to work on it, but it's not their top priority right now.

Is Performance Management something you plan to work on in the next year?



Whilst organisations are planning to work on performance management over the next year, we can see that right now it isn't a priority. So if performance management has slipped to the backburner, what effect has this had on the employees working for these organisations?

Without the support of their manager, clear goal setting, feedback from co-workers and a performance development plan, are employees becoming more stressed out and less motivated with their work? And could this contribute to the high number of resignations sweeping organisations?

In an article by CIO.com around the [9 reasons good employees leave](#) they list disengagement, poor management, low development opportunities and lack of check in conversations, among others.

All of these link back to performance management, showing us that without a good performance management system, organisations are opening themselves up to a high amount of employee resignations.



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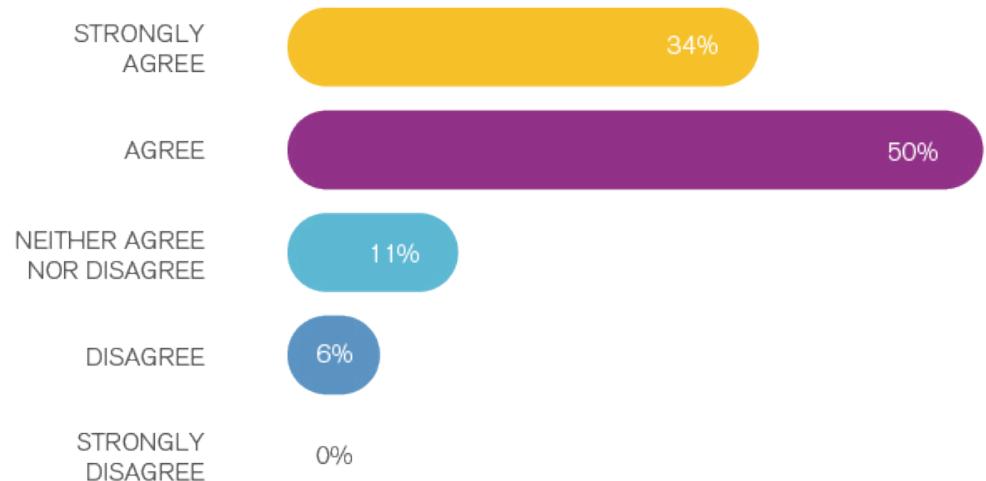
I feel employee burnout is a major issue that needs to be addressed using Performance Management

Do you feel equipped to recognise stressed and unengaged members of your team?

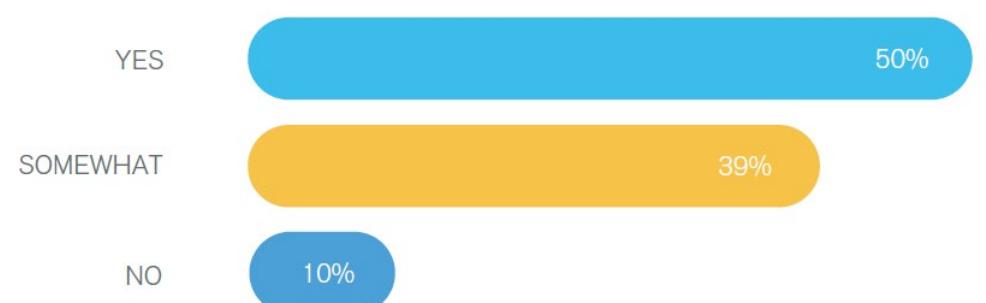
Do you feel equipped to support employees who are suffering from stress / burnout?

Strategic focus has shifted to address engagement and burnout issues

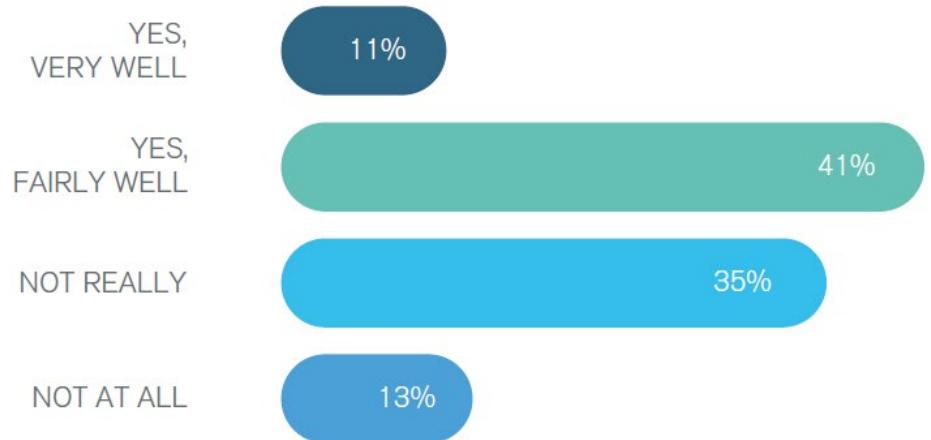
Our survey found that 84% of HRDs believe burnout is a major issue that needs addressing. This shows us that a lot of HR Directors are willing to accept that burnout is an issue within their organisation and taking steps to reduce it.



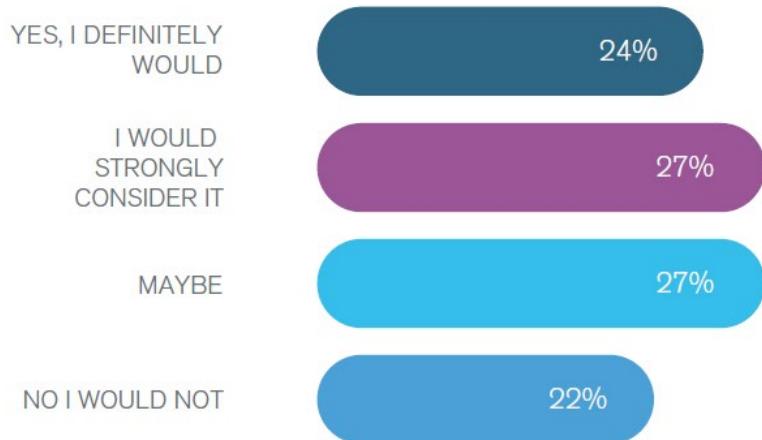
But the issue comes when we look at managers. A whopping 97% of managers said that they feel at least somewhat equipped to spot a stressed out or unmotivated worker, and 89% of them feel equipped to support burned out staff.



Does your Manager help you avoid burnout at work?



Would you leave your current job to go to an organisation that better supported staff with stress / burnout?



So what is happening here? How are managers so disconnected about how well they are spotting and supporting burnt out staff?

This is just another side effect to performance management going on the back burner. If managers are not having frequent one on one conversations with their staff, asking them how they are coping, checking their progress against goals, how could they know their staff are struggling?

In order to get managers and employees synced up organisations need to have a system in place that enforces regular and meaningful communication, ensuring all employees are getting the right level of support to do their job well.



Are employees as productive as we think they are?

A burning question since the start of the pandemic has been ‘are people as productive working remotely as they are in the office?’ Whilst many CEOs seem to believe that the office is the most optimal place for employees to be, it seems that HR directors have a different view on the matter.

76% of HR Directors we asked believe staff are just as, if not more productive remotely as in the office. This is a big number, which should give CEOs some piece of mind that their staff are absolutely fine working from home, and there is no need to return staff to offices.... Right?

But perhaps HR Directors are a little too optimistic, because when we asked Managers if they thought their team was just as productive remotely, only 64% of them said yes, and surprisingly when we posed the questions to employees, only 55% of them felt they were just as productive remotely as they are in an office environment.

So, what is going on here? Are Senior HR Leaders just being overly optimistic? Or is it this strange mismatch of opinions the result of something else? Perhaps the real issue here is a lack of visibility, that HR Directors simply are not getting the information they need in order to get a clear picture of how staff within their organisation are performing.

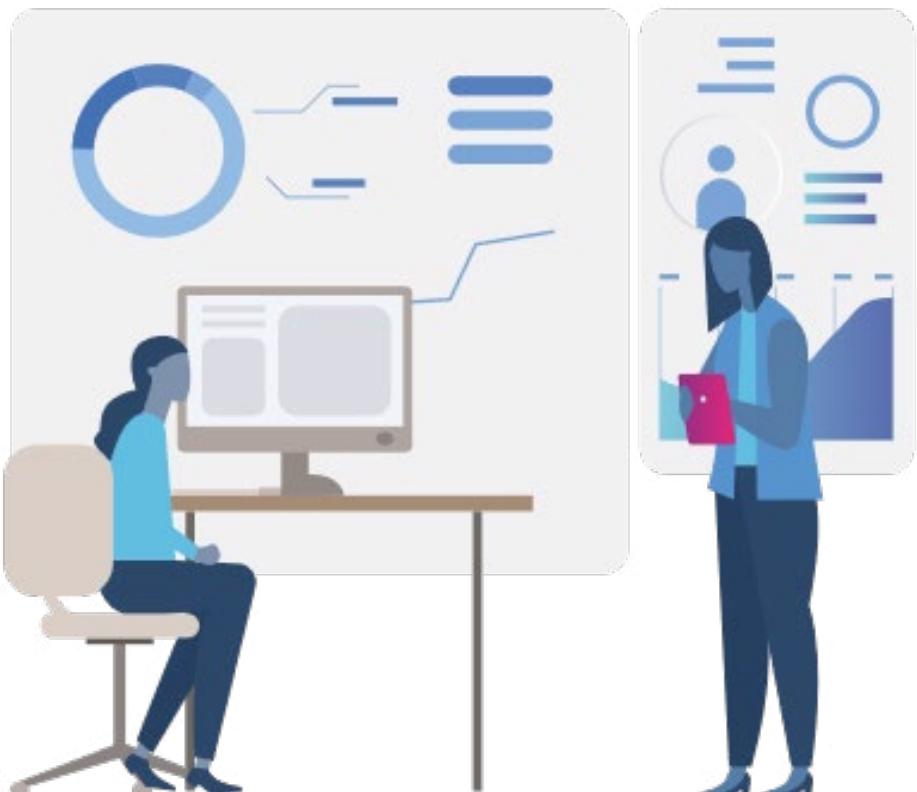
HR Directors cannot check on every single member of staff to see how they are performing; they rely on managers to ensure their team is productive and working well. If managers are not having performance conversations in which they check progress against goals, and ask how well staff are coping, and then record this on a system that can be viewed by HR staff, how are HR Directors supposed to know what is happening with employees in their organisation?

And if HR directors don’t know that performance is suffering at their organisation, how are they supposed to take the steps needed to improve this?

It looks like hybrid working is here to stay for many organisations. In a recent article written for Advanced by leadership expert and author Mike Parkes he explains:

'... Most employees appear reluctant to give up the benefits of working from home. They have valued the flexibility and freedom to manage their own work lives as well as extra time with their families. They were liberated from the draining daily commute - able to tweak start and finish times to fit in with other commitments. A greater degree of flexibility that is based on individual requirements is being mooted by employees as a key criteria for future career decisions and employers should take heed.'

So if hybrid working is going to be here for the long run, organisations must take steps to improve their performance management system, in order to ensure that HR Directors and managers have all the tools they need to remotely monitor and improve the productivity of all employees.





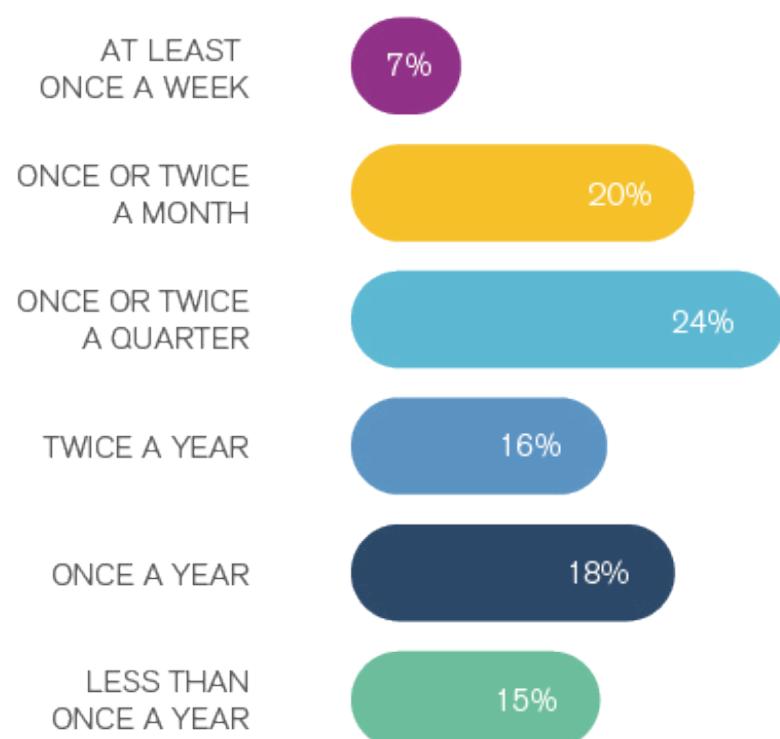
Are managers still struggling with the basics of performance management?

We should all know by now the importance of regular and meaningful communication between managers and their team. Without having regular conversations to discuss performance, workload, development etc. how can a manager know if a staff member is being productive and not over worked or under motivated?

This becomes even more crucial when managers are no longer say in an office with their entire team. It's far too easy for an employee to suffer in silence because they don't want to feel like they're bothering their manager, or they feel embarrassed to admit they're struggling. By having one on one conversations that prompt subjects around performance, managers can spot problems early, and take steps to support their team.

So if we all know how important communication is, then why is it that **a third of employees say they are having a performance conversation once a year or less?** And a further 16% only twice a year, meaning that half of employees are not having regular performance conversations with their line managers.

How often do you have performance focused conversations with your Manager?

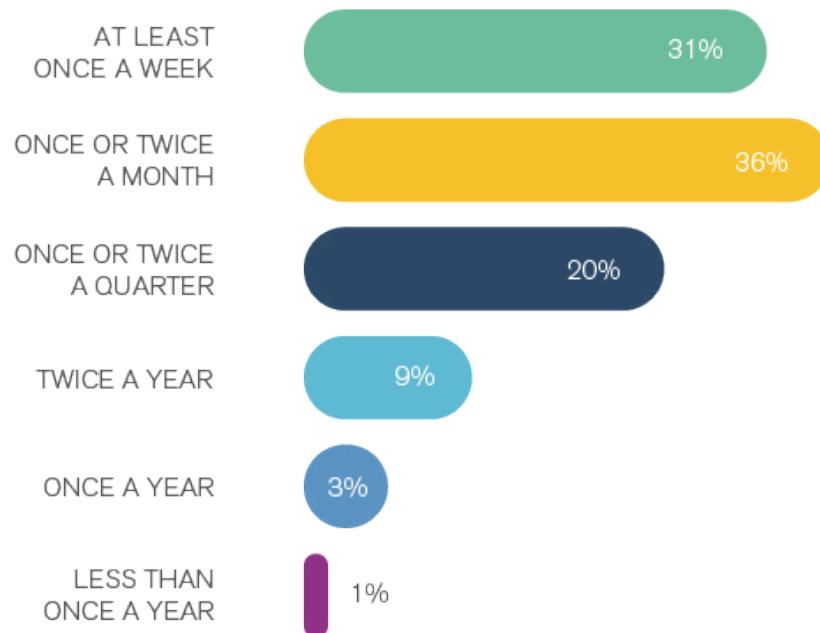


It's not just about the frequency of these conversations, but also how useful they are, if the conversations aren't helpful it doesn't matter how many times you have them. We ask employees how meaningful the conversations they have with their managers are, and 31% of them said they feel the conversations they do have are basic or bad, with little or no focus on wellbeing or development.

Furthermore, only 13% of employees said the conversations they have are really great, with plenty of focus on goals, wellbeing and development. So even if conversations are happening regularly, what is the point of these conversations if they aren't structured and focussed on supporting and developing staff in the right ways?

Interestingly, managers don't seem to agree with this narrative. 82% of them state that they have frequent and meaningful conversations with each of their team members, and 67% of them say they have performance conversations at least once a month. Which is strange as only 27% of employees say they are having performance conversations this regularly!

How often are you having performance based conversations with your team?



This could be managers putting a positive spin on their management skills, or they could simply have a looser definition of what constitutes a good performance focused conversation.

It is likely that managers are in fact speaking to their team members multiple times a week, and in the interactions they are asking questions like 'how is everything going' or 'how are you managing'. But this doesn't really constitute as a performance conversation, and could in fact be a waste of time if the right subjects aren't being covered.

This is something HR should clarify with managers, a meaningful conversation needs to be a one on one scheduled meeting (either in face to face or over video chat) that is dedicated to the discussion of performance and development of the employee.

These conversations are an opportunity to check productivity levels against set goals, and for managers to ask questions to ensure their team members are not stressed or struggling with work.

Having these conversations on a regular basis (ideally once a month) is the best way to keep productivity up, engagement levels high, and tackle burn out issues before they become a real problem.

If managers are struggling for time they could even try having 'power check-ins' that are only scheduled for 15 minutes but solely focus on key performance subjects, as long as they are having them on a regular basis and they're asking the right questions this should be enough to spot any issues, and if they feel it necessary they can then schedule a longer session to delve deeper.



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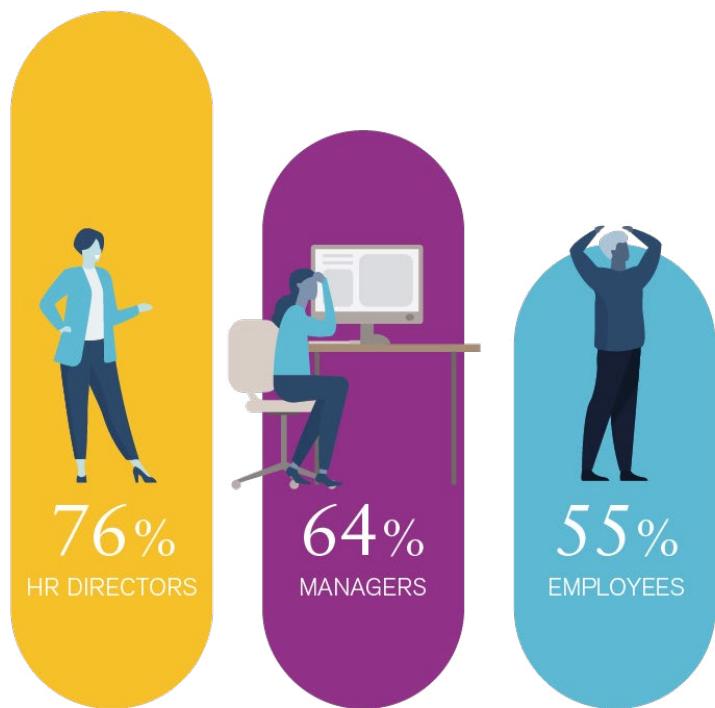


Are HRDs seeing the full picture?

As we can see in the data we've looked at throughout this report, there is an emerging pattern showing us there is a gap between how HR Directors, managers and employees view what is happening with performance management right now.

It would seem that HR Directors have a rather positive outlook on how well employees are performing, how capable they think managers are at carrying out necessary performance management processes, and performance management as a whole.

Even though 65% stated that performance management was on the back burner, 89% of them said they think their current performance management system is the right fit for they're working model. But if they are not seeing the issues that are occurring within their organisation, how can they know their performance management system is the right fit?

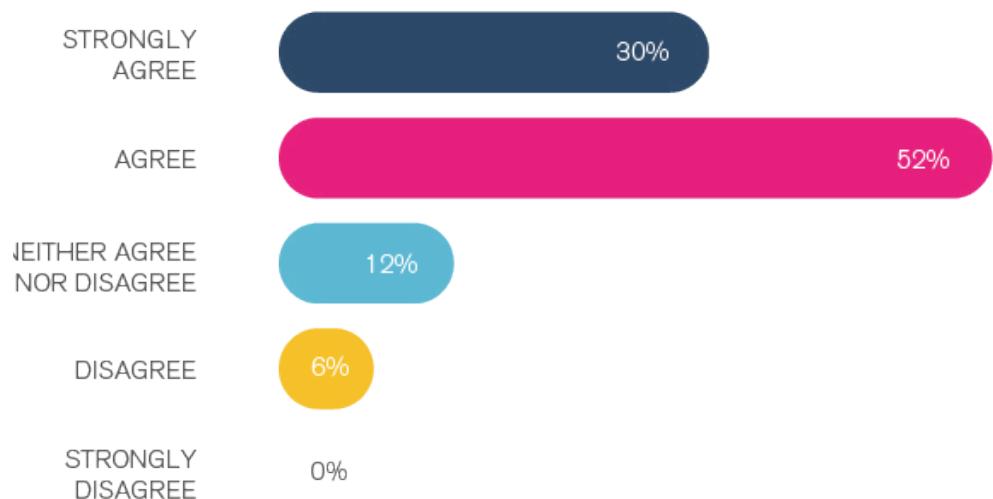


I think productivity is as good or better remotely

I have frequent meaningful conversations with each member of my team

As only 27% of employees say they are having check-ins with their manager once a month or more, and 33% are having a check-in once a year or less, then clearly something is going wrong here. HR Directors are not going to be taking steps to solve a problem that they don't think is happening.

But the problem doesn't necessarily lie with HR, after all HR relies on management to give them the information they need about how well employees are performing. Contradicting the data we gathered from employees, 82% of managers claim they have frequent and meaningful conversations with all members of their team.



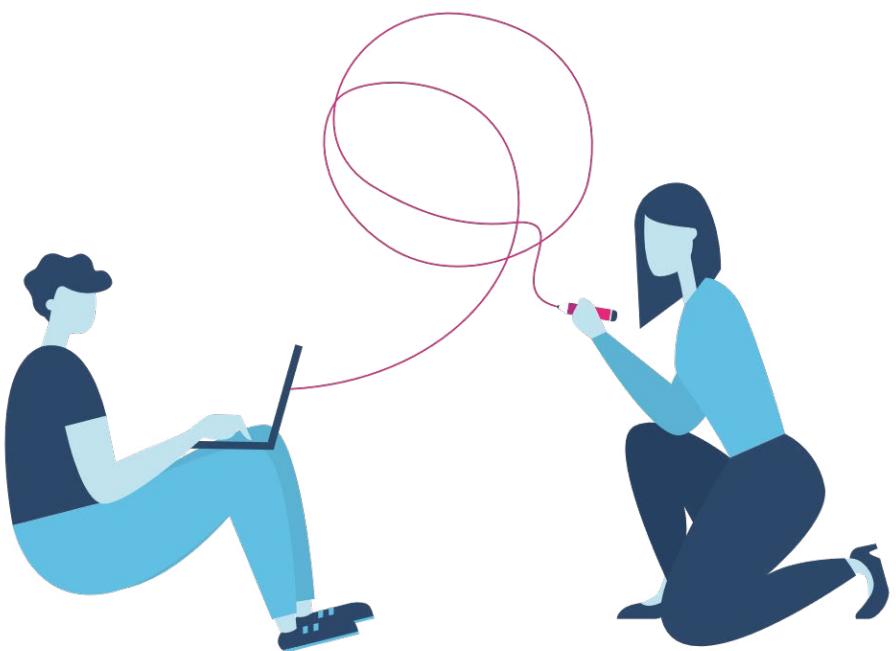
Without these check-in conversations happening as they should there is no way that managers can be accurately recording the productivity of their team members, which is why we also see a juxtaposition in the results surrounding productivity.

With 76% of HR Directors believing staff are as or more productive remotely as in the office, 64% of Managers think their team is as or more productive remotely and only 55% of staff believing they are as or more productive at home, something is clearly getting lost in transition here.

This could be for a couple of reasons. One being that employees really aren't as productive at home as they are in the office, but as they are not being given the opportunity to discuss this with their manager then managers aren't seeing a big problem. Then as managers are not recording and relaying performance management data to HR they are having to make their own assumptions that everything is going fine.

Another explanation is that employees are performing just as well at home, but without clear goal setting and validation from managers, they are feeling unengaged and unproductive in their role. They may be getting just as much work done but having the blurred barriers between office and home might be taking away that sense of productivity that comes to a lot of people from getting out of the house and being in an office.

Even if employees are genuinely less productive remotely, this doesn't mean that we should start herding them all back into offices as soon as possible in order to increase productivity. Productivity can be boosted using good performance management tools, such as short term goal setting and regular performance meetings with managers.





Predictions for the Upcoming Year

So what happens next? As much as we're all wishing that Covid-19 will soon become a thing of the past, in all likelihood we will be feeling its impact for many years to come.

So what does this mean for the world of work? We asked Nick Gallimore ([Director of Talent Transformation & Insight at Advanced](#)) what his predictions are for the upcoming year based on what has happened since the start of the pandemic, here is what he had to say:

"Some may think the era of the Great Resignation will be fleeting, but I believe it will continue to effect organisations for a while longer. Whilst it might feel like we are simply grappling with the perfect storm of Covid, Brexit and a movement towards remote working, the reality is that what we're seeing is reflective of a huge shift of selection power away from the employer and onto the employee, and this will take quite a while to play out fully."

All of this means that employees have the power when it comes to choosing an employer, they can afford to be selective, and it will be up to organisations to put themselves above the competition.

Employers will need to seriously step up their game when it comes to spotting and handling burnout in 2022. This isn't an issue that is going to get better by itself, managers will need to undergo some serious training in order for them to be better equipped to support struggling members of their team.

Since the start of the pandemic employees have been struggling more and more with burnout. This can be contributed to a number of factors, not least of which is remote / hybrid work.

Whilst hybrid and remote working definitely has its positives, we can see many employees are struggling with the blurred lines between home and work life, causing them to work longer hours, and not switch off properly from work at the end of the day. And as hybrid is here to stay for many organisations, ways of dealing with this new stress need to be found.

Those organisations who don't step up to the challenge will find themselves losing good members of staff, and may struggle to find new ones. A management team that is trained to tackle burnout and fatigue is not a 'nice to have', it is an essential part of any organisation in order to maintain productivity, engagement and prevent resignations and sick leave due to stress.

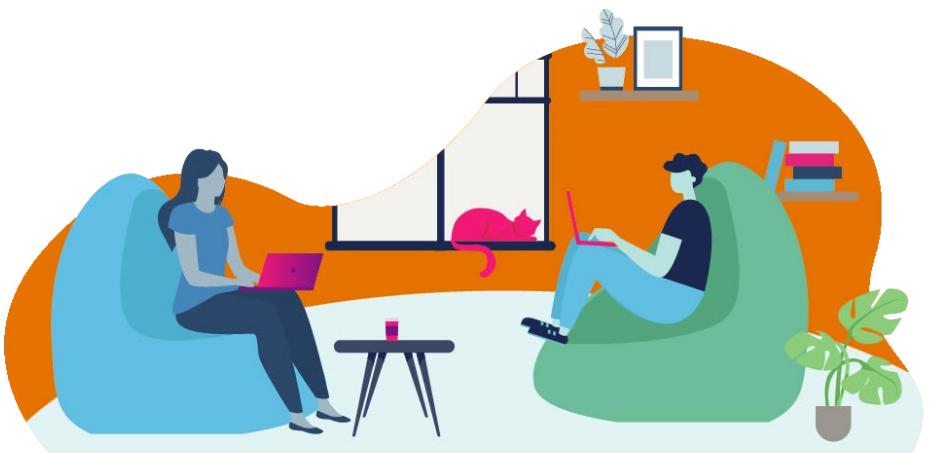
I also believe that organisations need to get better at separating reward from their performance management system. For too long these two subjects have been interlinked, using performance management as a way of dictating who will get what in terms of pay raises and bonuses. But this is not what performance management should be.

Over the next year we will most likely see significant wage inflation, due to the new supply and demand shortage of talent, meaning discussions around pay are bound to start becoming more regular. Whilst these discussions are important to have, they should be kept separate from performance and development conversations managers are having with their team.

Performance management conversations should focus on goal setting, progress towards goals, development, and any potential blockers team members might need support in overcoming.

If these conversations are properly carried out and recorded they can be used by management and HR when it comes to pay and reward discussions, but this should be a separate conversation. If these two subjects are mixed you run the risk of distracting from really good performance management conversations, and begin to blur the lines between performance and development, and pay and reward.

If organisations fail to focus on great engagement, if they don't listen to their employees wants and needs when it comes to hybrid working, if they don't pay their staff fairly and support them to the best of their ability, they won't have anyone to blame but themselves when they lose talent to organisations who did put the work in."





Real Stories

The past year has been a difficult one for many organisations, we had a number of new customer join during the pandemic as a way of assisting with remote working and other challenges they were facing. We've spoken to our customers over the last year to find out how they have used their performance management software to help them.



A.G.Barr

In a recent case study Jude Holt, Senior HR Business Partner & Talent Lead at, A.G.Barr (the makers of popular Scottish soft drink IRN-BRU) explained that they implemented Clear Review during the pandemic as a way to improve performance for those employees who weren't used to working remotely.

But this wasn't the only reason, the soft drink makers had been looking to change the performance management culture in the organisation.

'We wanted to change the way we managed performance and saw Clear Review as an ideal opportunity to move towards more continuous performance development rather than a once-a-year event.'

We chose Clear Review for many reasons, primarily its ease of use and the fact that it means performance management becomes embedded into our working lives rather than simply being an annual appraisal.

Clear Review allows us to keep on track of our progress and means I can talk to my team in a more meaningful way about their performance by using the feedback function.

We are excited to further embed Clear Review and raise everyone's competence using the system. It is also really useful to be part of the Performance Management Academy, where we can learn about planned upgrades to the system so we can think about how we best use them in our business.

Overall, Clear Review provides a different approach and mind set to performance management, so this does not happen overnight, but we are confident that with continued use and advocacy, we will collectively raise both performance and engagement."

Jude Holt—Senior HR Business Partner & Talent Lead – A.G.Barr

Ted Baker

We asked Gary Beggs, Development Partner at luxury British clothing company Ted Baker, a few questions about how they have found performance management over the last year, and how being a Clear Review customer has affected them. Here is what Gary had to say:

How has Clear Review and continuous performance management helped with hybrid working?

“Bringing the platform online in the midst of the first lockdown meant that a hybrid working approach to holding these kinds of conversations and giving feedback in this way became the default for our teams. Given that we were still operating on a reduced headcount when the platform came in, and therefore were speaking with colleagues we may not normally work so closely with, opened the door to more open lines of communication & feedback, helping to start breaking down some historical siloes.”

Has Clear Review helped to monitor check-ins and identify areas of your business/teams where these were not happening as regularly as they should have been?

“The move-on for us is that we now have a concrete starting point to measure from. Having laid out a 3-year plan as to the compliance we’re looking for in check-ins, we’re using the data from Clear Review for our People Partners to have targeted conversations with, and support the leaders of our various departments.”

How has your approach to performance management changed while teams have been split between remote and office working, and how have managers dealt with these changes?

“The timing of the platform coming online aligned closely to the peak of lockdown/remote working, so the increased visibility that the system afforded us throughout this time helped to maintain a feeling of connectedness, both between ourselves as a people function and our stakeholders, but also within the teams themselves.”

Are there any other performance trends you have seen over the last year or you expect to see in the next 12 months?

“For us, bringing the system online just before we rolled out our refreshed brand strategy meant we were able to align objectives much more closely to the 7 pillars of this strategy, thus embedding them much more quickly than we would have been able to before. We will also be able to draw links between where we have achieved this year and where we would like to refocus going forward.”



Amthal Fire and Security

Amthal Fire and Security have been using Clear Review for some time, we caught up with CEO Jamie Allam to ask some questions, and find out how they have been finding using the performance management platform over the last year, and what differences it has made to them.

How has Clear Review and continuous performance management helped with hybrid working?

"Using Clear Review has helped to ensure there are clear and specific defined objectives and actions in place to work towards, along with providing a two way communication platform to discuss any issues or barriers to effective home working."

Has Clear Review helped to monitor check-ins and identify areas of your business/teams where these were not happening as regularly as they should have been?

"Yes, we noticed a trend of check-ins being deferred, pending a return to a more normal time. However, as we don't know when this will be, having identified this trend / tendency we have promoted an acceptance of the current situation, while remaining agile, and for managers to make the most of the current situation and ensure we continue, as best as we can, to treat every new environment as the new normal."

How has your approach to performance management changed while teams have been split between remote and office working, and how have managers dealt with these changes?

"We have had to go back to focusing on some of the basics of people roles, having seen a drop in performance such as phone answering statistics and efficient scheduling of engineering teams, based on difficulties in communication and not being together in one space."

Any other performance trends you have seen over the last year or you expect to see in the next 12 months

"We have seen that with some team members there has been a drop in effectiveness and efficiencies of working, due to barriers in communication and motivation, while not being in the same space as colleagues, who they need to communicate with in order to support and motivate each other."



Conclusion

From this report we can see that many organisations have struggled with their performance management over the last year, and this isn't through laziness or uncaring, many were just trying to stay afloat during a time of great uncertainty, and prioritised what they believed was most important at the time.

But now is the time to start getting back on track with great continuous performance management, in order support, engage and grow the talented employees who make organisations what they are.

By putting in place a strong continuous performance management system, organisations can open communication, track performance, and bridge that gap we are seeing between employee, manager, and HR.

If you would like to learn more about getting the most from your performance management, we have a lot of great resource on our website, and [free to join academy!](#) Or you can speak to one of our team who would be happy to answer any questions you have:
+44 (0)20 3637 4489

Our mission is to make great performance management easy for everyone, so it never slips to the back burner again, and organisations can create a culture of engaged and well supported employees, performing to the best of their ability.



Your full HCM Suite from one provider

Want to get even more from your HCM processes? We offer a range of software solutions specifically designed to make everyday tasks easier, so HCM teams have time to focus on what really matters, their people.

We know that demands on HCM teams are higher than they have ever been before. With so many day to day distractions, HCM teams often struggle to adapt their people management strategy to meet the changing workforce dynamics.

We strive to help HCM teams cut through the noise. We believe that technology should reduce admin and enable HCM teams to do less paperwork, and open up the possibilities of what could be.

Through simple, accessible technology solutions we help HCM teams regain their focus on their people. Find out more here: <https://www.oneadvanced.com/solutions/human-capital-management/>

Cloud HR

We believe in the power of technology to help you achieve more. That's why our Cloud HR solution has been designed to work seamlessly alongside other elements of the HCM function, providing the accuracy and automation businesses need to free their HR teams from the drudgery of manual input and cross checking of errors and allow them to become the influential driving force your business needs.

Flexipay

Flexipay offers you the scalability and flexibility you need to completely transform the way in which you run payroll, capable of working effortlessly across multiple sites and pay grades. Whether operating as a standalone system or integrated with our Time and Attendance, HR and Access Control solutions to form a comprehensive Workforce Management suite, Flexipay helps you process payrolls efficiently.

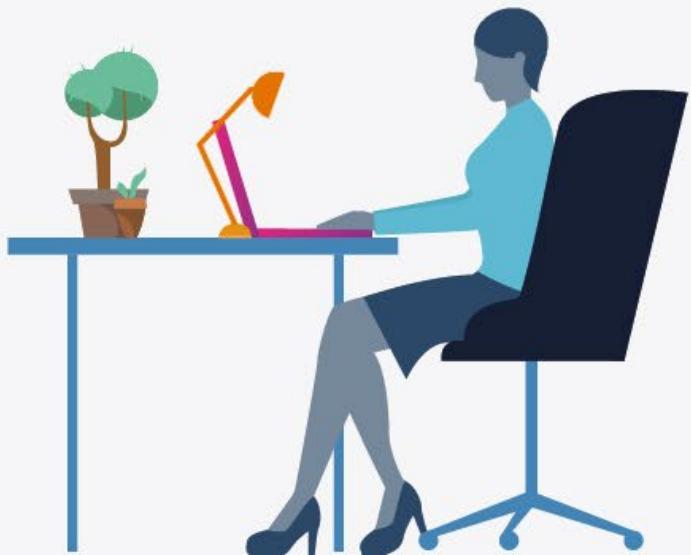
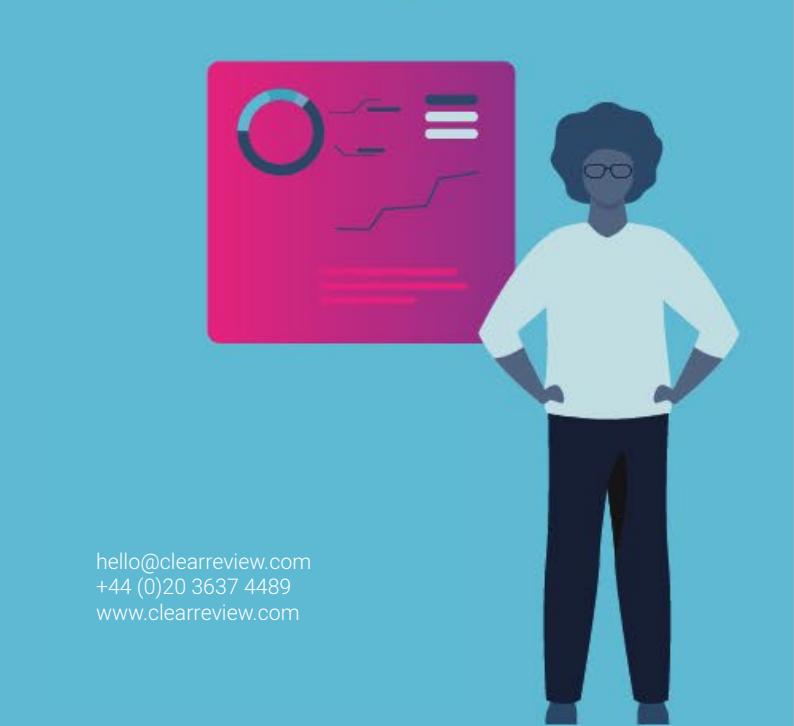
Time & Attendance

We believe in empowering your people and giving them the tools, they need to thrive and help drive forward the success that your organisation deserves. Get better operational control and support for the day-to-day management of your workforce with our time and attendance systems supported by biometric fingerprint and RFID access options.



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