

Splash Update – March 2021

To all global line managers,

As mentioned last year, following the successful enhancement of Splash functionality with the launch of Splash Perform, we are keen to further simplify and automate other manual HR processes to make your life much easier.

Area	Detail	Benefits	Scope	Timing
Viewing Total Reward	Visibility of annual increase; salary; bonus and monetary benefits information. <i>NB: Pension information will be available from April</i>	<ul style="list-style-type: none"> No need for individual increase or bonus letters Historic tracking of total reward Accessible at all times 	Initially UK only for testing	22 nd March (before March payday)
Change to Terms Requests	Automated Line Manager requests via Splash	<ul style="list-style-type: none"> Removal of manual communications Integrated authorisation process Tracking and governance 	all BU's	1 st April
Service Anniversary Reminders	Automated acknowledgement of service milestones.	<ul style="list-style-type: none"> Recognition of service Line manger awareness 	all BUs	1 st April
Probationary Reviews with 360's	Inclusion of a 360 in the automated probation review process.	<ul style="list-style-type: none"> Ensures a full perspective of the individual's performance Reinforces connectivity and values the input from the person's job network Utilises Splash Perform functionality 	Initially UK, France & China for testing	1st April

Here are a few automations which will be rolled out over the next few months – we plan to test and learn within the scope identified and then roll out as required globally.

Finally, this is just the start as we are automating many other processes during the year so watch this space.

Of course, if you have any suggestions for improvements on Splash please do let us know as we are always receptive to any ideas.

Click [here](#) for an infographics video you can use to share with your teams.

Many thanks
Regards,

Global People Team

