



Pilat hits the right note with Leeds College of Music

In 2016 Leeds College of Music upgraded to the web based version of Gauge having used the previous desktop version for many years. David Plummer, Head of OD & HR, describes the thinking behind the decision to upgrade and what benefits Leeds College of Music have seen so far.

The Problem

Our Desktop version was only housed on one PC, making it difficult to involve other members of the OD & HR team in evaluations. This gave us concern regarding contingency planning, as well as a concern around backing up of data. In addition, the intention to upgrade to the latest version of Windows would have left Gauge unsupported.

However, Gauge has been used as the job evaluation software for over 10 years. The system is well understood by our employees and managers and works well for Leeds College of Music. Moving to a completely different system would be complex, and add little value.

The Solution

Following discussions with Pilat we made the decision to upgrade our desktop version to the newer web based Gauge software.

Implementation

The upgrade process took a relatively short period of time – within 2 weeks all of our historic data had been migrated across and following our training, we were using the web based system to perform our evaluations. The upgrade was as seamless as I could have hoped for.

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The Outcome

All of the problems noted above were resolved. The web based nature of the system makes it easier for other members of the team to be involved, making the evaluation process more flexible and so less time consuming for one member of the team, meaning jobs can be evaluated and then recruited to more quickly. The upgrade to Windows 10 should also not cause any issues.

In addition, the web based system is far more user friendly than the desktop version, and the searching and reporting functionality is a vast improvement.

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About Pilat

Pilat provides simple, clean and easy-to-use software, either 'out of the box' or fully customisable. Our continuous performance management solution allows regular check-ins, real-time feedback and more - when used alongside talent management, HR professionals are equipped with the strategic tools to engage employees, retain talent and provide additional value. For more information, visit www.pilat.com

About Leeds College of Music

Leeds College of Music is a leading European Conservatoire, situated in Leeds, the third largest city in the UK and home to over 200 music venues. Providing expert musical education at undergraduate, postgraduate and further education level to over 1,500 students each year, Leeds College of Music places an emphasis on developing industry-relevant, creative and ambitious musicians and entrepreneurs. joy a range of careers in the music industry as performers, producers, composers, business owners and more. For more information, visit www.lcm.ac.uk