

In the Spotlight

Delivering creative reward solutions, PAYdata offer a comprehensive range of reward management services to meet your strategic requirements:

- ◆ Access to Data
- ◆ Pay Modelling
- ◆ Pay/Budget Management
- ◆ **Impact** ← **focus on...**



Has your pay review met your objectives?

If you have been following the advice in our recent set of briefings, you will now have a good understanding of the external market, have clarity about your internal and external relativities, and will have targeted your pay review to maximum effect. So you have done your bit, but how has the pay review been implemented by line managers? This is where theory and practice often depart.



Post-Review Reporting

Our aim is to provide you with the information required to ensure you achieve maximum return on your pay review spend. This enables you to manage your costs and to more effectively maintain a competitive edge.

By analysing your planned pay actions against your objectives we will highlight areas that require further review. You may have decided to focus on people who are low paid relative to their contribution, or particular skill groups who are critical to your business, or perhaps on tackling equal pay issues. Our Post-Review reporting service will help you to quickly understand how much progress has been made so you can take any remedial action necessary before the pay review is implemented.



Maximum Impact

Impact analysis helps you to benefit from:

- ◆ An improved ability to recruit, motivate and retain the right people;
- ◆ Clear solutions to your pay policy management issues;
- ◆ Full control and understanding of your payroll costs;
- ◆ A competitive advantage over your competitors.

Case Study

A major plc in the construction sector asked us to help identify pay management issues prior to the commencement of their pay review. Amongst these we identified some key groups where pay appeared to fall below the market, along with some equal pay issues.

Using internal and external data we provided market guidelines that were distributed to managers. The proposed pay actions were then fed back into our Pay Modelling software. The customer received a suite of reports showing how the pay issues had been addressed. These also highlighted areas where managers needed to review their decisions in order to maximise effectiveness.

With reduced budgets for pay reviews in 2009 it is more important than ever to make sure the money available is spent wisely.