

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...



Ensuring that your pay and grading structure supports your organisation's ability to recruit, retain and motivate is a critical part of your business and HR strategy. Our PAYmodelling service enables roles to be correctly classified and levelled, and rewarded appropriately by:

- ◆ assessing your organisation's marketplace position;
- ◆ identifying anomalies between your current pay practice and policy;
- ◆ modelling financial solutions to align your practice to your policy position;
- ◆ conducting an equal pay review to identify your exposure level and working with you to develop effective risk management solutions; and
- ◆ supporting the management of your pay review process.



PAYmodelling

Our PAYmodelling service gives you time and efficiency savings in managing your reward data, providing support by:

- ◆ Completing third-party surveys
- ◆ Producing market guideline reports
- ◆ Developing salary scales
- ◆ Supporting your pay review process
- ◆ Reporting on your equal pay position



Equal Pay Review

As an employer you are legally responsible for ensuring your pay practices are free from discrimination on the grounds of gender, race, religion, sexual orientation or age.

Our Equal Pay Review service is a highly cost effective and efficient way of ensuring you have the information needed to both identify where you may have issues and create transparent equal pay policies and practices.

Case Study

Our pay modelling capabilities, combined with our experience in HR management enabled us to undertake a detailed gender and working time equal pay study for a large insurance company. It covered over 1,700 individuals employed in 30 locations across the UK and identified both the size and causes of the equal pay issues affecting the company.

What our Customers say about us...



"Their reports are excellent - very succinct, yet detailed enough."

"They understand our business and come up with a solution, not a prescription."



(Independent client survey report for PAYdata - 2008)

To discuss your reward management requirements or if you have any queries, please call 01733 364070 or email info@paydata.co.uk