

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...



Balance Current Demand with Retaining Core Capability

Many of our clients are reporting that they are facing significant challenges as a result of shrinking pay review budgets compared to recent years.

These issues are further compounded by the increased level of work placed on HR resources to manage restructuring and cost-containment activities.

PAYdata offers a range of services to help maximise the impact of your pay review whilst minimising the volume of work that has to be done in-house.



Targeting your Pay Review

Our Pay Modelling services enable you to identify and target your most vulnerable employees – those who are low paid relative to their level of contribution and/or those who form part of your core capability.

Pay Modelling requires minimum input from you, while helping to achieve best value from your pay review spend. Using our own salary survey data along with that from other sources we can provide market guidelines and salary ranges for individual roles, grades or job families.



Maximum Impact

By combining external market data with your employee salary information, and then adding information about individual performance, we can help establish pay review priorities.

Pay review differentiation might be by individual, role or department. Our purpose-built database can produce different scenarios that help you identify the optimum solution for your business.

Case Study

A client in the defence sector asked us to conduct a pay/budget management review in order to optimise their pay review spend.

Using internal and external data, we developed salary ranges which revealed that a significant proportion of their employees were underpaid relative to their contribution. Working with the client we developed a three-year plan to realign their salary distribution, by targeting the pay review at a job family and departmental level. This enabled the client to easily administer the agreed solution whilst controlling the financial impact. We have continued to work with the client to update their salary ranges and ensure the required outcomes have been delivered.