

What is Equal Value Compliant Pay?

- Most organisations strive for fairness when attracting, motivating and retaining staff, while remaining in full compliance with legal requirements.
- But implementing those requirements can be a considerable undertaking.
- Particularly when there is a legacy of inequality, which may be embedded in pay structures.

We can help you to...

- Develop an overall strategic approach to addressing compliant pay; and
- Understand job measurement aspects of the process.

The law

“1970 Equal Pay Act makes it unlawful for employers to discriminate between men and women in terms of their pay and conditions where they are doing:

The same or similar work; work rated as equivalent in a job evaluation study by the employer; or work of equal value.”

(‘Sex discrimination and equal pay’, <http://www.direct.gov.uk/en/Employment/Employees/DiscriminationAtWork/>)

Our expertise enables you to...

- Make your reward system equal value compliant;
- Perfect pay modelling, giving an affordable approach;
- Draw from our partnerships with specialist employment lawyers, who offer a comprehensive advice service; and
- Feel supported if undergoing a legal challenge.

For more information on Equal Value Compliant Pay:

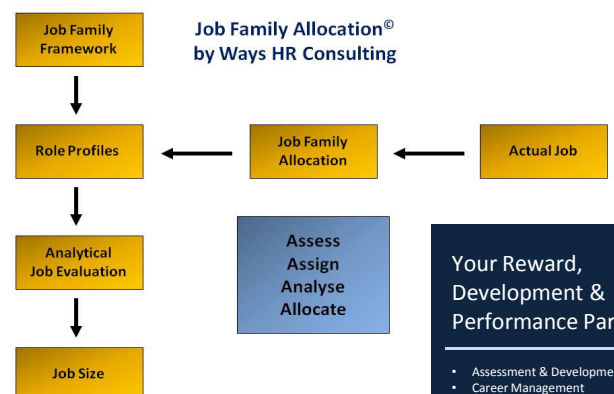
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The process

- The advice currently available often favours technical compliance and meeting equality policy goals.
- But we think this can lessen the focus on fairness.
- Instead, we suggest a well-managed change process, to enable and fund equal value pay.

Ways Job Family Allocation® can help...

- Avoid a mass job evaluation exercise while adhering to the principles of equal value compliant pay.
- **Step one**
The allocator assesses the most appropriate Job Family for a job to be assigned to.
- **Step two**
The allocator uses his or her knowledge of the job to analyse it against the predetermined critical factors that differentiate between each Job Family level.
- **Step three**
The allocator then decides upon the most appropriate Job Family level, allocating the job to the corresponding role profile for that level.



Your Reward, Development & Performance Partner

- Assessment & Development
- Career Management
- Coaching
- Competency Based Interviewing
- Competency Frameworks
- Customer Satisfaction
- Employee Engagement
- Equal Value Compliant Pay
- Independent Job Evaluation
- Job Family Modelling
- Leadership Development
- Outplacement
- Performance Management
- Recruitment Management
- Reward Strategy
- Salary Benchmarking