

Pay Equity



Clients looking to embed their DE&I strategy, to manage legal risk and to be an employer of choice want to dive deeper into their pay data, beyond Gender Pay Gap reporting. They want to ensure their remuneration policies are gender neutral and do not discriminate on other grounds. Increasingly, they consider other protected characteristics beyond gender, including ethnicity, disability and social mobility.

Key risk areas

Equal work: Equal pay legislation is based upon the fundamental principle that men and women should receive equal pay for “equal work” (which can be like work, work rated as equivalent or work of equal value).

Discrimination: Less favourable treatment in relation to pay on other grounds (such as ethnicity or disability) may also give rise to discrimination claims.



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How Deloitte can help

Ongoing compliance:

- Undertaking periodic reviews to assess whether systems are compliant and are working appropriately

Mitigating risk:

- Helping develop strategy to mitigate future risk

Complementary offerings:

- Support with Gender Pay Gap reporting globally and Diversity, Equity and Inclusion maturity assessments, to help drive DE&I strategies.



Comms:

- Supporting with internal and external comms to manage reputational risk

Training:

- Training sessions at all levels from Board downwards to deliver awareness and understanding of Pay Equity issues

Understand & Identify:

- Discussions with key stakeholders and review of contracts, policies, pay elements, systems and processes to identify areas of risk, support by audits/reviews as required

Multidisciplinary approach:

- Using market leading data analytics tools to identify areas of potential risk
- Undertaking detailed legal analysis, applying legal privilege
- Formulating business case for change and justification





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