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Fair Pay

Managing compliance, developing pay strategies and identifying cost savings

Fair Pay:

- National Minimum Wage
- Holiday Pay
- Pensions Auto Enrolment
- Equal Pay, Pay Gap Analysis
- Tips and Tronc
- Statutory Pay and other Employment Rights



Did you know?

Pay compliance is becoming increasingly important due to greater enforcement and increased worker awareness, with non-compliance risking significant financial penalties, legal claims and severe reputational damage.

Consequences of non-compliance include...

Significant penalties:

Substantial fines (e.g., up to 200% of underpayment for NMW) and back-pay liabilities (up to six years).

Employment Tribunal claims:

Costly and time-consuming legal challenges from increasingly aware employees, leading to compensation and legal fees.

Reputational damage:

Public 'naming and shaming' for unfair pay practices, impacting brand image, customer loyalty, and investor confidence.

Erosion of Employee Trust & Ethical Standing:

Undermined employee morale, increased staff turnover, and damaged organisation's perceived commitment to ethical business practices.

Are you ready?

The regulatory environment is shifting. As NMW and pensions enforcement evolves, and the new Fair Work Agency proactively safeguards worker rights, compliance is more critical than ever. Do you have the robust systems and expertise to confidently meet these challenges and protect your business?

How Deloitte can help

Our experienced team of employment lawyers and employment tax specialists can provide holistic fair pay support.

Legal Review:

- Legal workshops to educate and inform
- Review contracts, pay systems and policies to identify compliance gaps
- Identify opportunities for cost savings and process efficiencies

Quantify:

- Quantify the potential future cost and any historic risk

Implementation and Ongoing Compliance:

- Support with calculating and making repayments or other remediation actions
- Support changes and adaptions to Payroll/HRIS systems and processes
- Update employment contracts and policies
- Support with strategy and drafting for worker communications

Regulatory Enquiry Response Management:

- Deal with investigators or regulatory bodies on your behalf to help facilitate correct and fair enforcement of pay rules

Fair Pay Assist (Technology Solution):

- Undertake ongoing calculations and risk assessment using our technology solution, freeing your team from manual administrative burden and mitigating compliance risks

Get in touch

for more information



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