



## GLOBAL BUSINESS SOLUTIONS

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Stay up to date with the latest developments in Equal Pay for Work of Equal Value

Edition 2/2016

### Would you be prepared for a DG Review on Equal Pay Compliance?

In the past few weeks, we have had queries from some of our clients who have received notifications of DG Reviews from the Department of Labour. These reviews require the company to complete a detailed form, providing evidence of their compliance with elements of the Employment Equity Act, including the assessment and management of Income Differentials as per the Equal Pay for Work of Equal Value provisions contained within the amended Employment Equity Act.

Information sought goes to individual employee listings, including information pertaining to their employment, titles, role scope, employment dates, remuneration, qualification, experience and other factors that could constitute reasonable differentiation.

The depth of questioning and the required level of documentary evidence that is required to be provided in hard copy suggests that the Department of Labour is serious about actioning the new provisions and ensuring that companies are taking the process seriously to minimise unfair discrimination. Most worrying is that the turnaround time given in the notification is just a week.

*Would your business be in a position to provide that level of detailed information, including justifications for any existing income differentials, in such a short period of time?*

#### Know where you stand

The biggest hurdle to overcome in any analysis of this type would be to get to the heart of the data and determine whether there are in fact any areas of concern. Our Equal Pay Analysis Solution provides organisations with the ability to get a snapshot of their existing payroll and to determine whether there are anomalies within the employee base that require further investigation.

In addition to providing valuable insight and a road map for further investigation, the analysis also provides evidence to Department of Labour of your commitment to meeting the requirements of the provisions within the Act.

#### Opportunity to realign costs and outputs

Through our in-depth consultation process, Global Business Solutions (GBS) works with our clients to better understand the unique circumstances of the business, taking it from the highest point (overall organisational remuneration proportionality) through occupational level parity and finally to job-specific comparisons of individuals who perform the same, or similar, work.

With a focus on ensuring that the organisation is able to get maximum ROI and ensure long-term sustainability, GBS is able to guide clients to create structures that are not only compliant with prevailing legislation but that also meet the unique needs of the business.





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### Are you at risk?

Equal Pay is great in theory but can be difficult to put into practice. At GBS we believe that before you embark on any corrective action you should conduct a Risk Analysis, assessing whether in fact your organisation has any areas of concern, and if so, where and what.

GBS is excited to be able to offer clients the opportunity to examine and assess their current pay/remuneration structures.

The **Equal Pay Diagnosis and Assessment Tool** was developed to assist employers to know and understand how to eliminate disproportionate income differentials. In other words, employers need to know where pay levels may be wrong, why they are wrong and what must be done to fix them.

The tool was designed to create a **fair, equitable and affordable internal equity structure**, based on the **unique operational circumstances** of each organisation (cost, value, know-how oversight). This is not a downloadable tool nor a software programme you need to purchase, but rather a consulting tool we use at our end to conduct the analysis. All of the findings and the proposed solutions will be unique to your business rather than a one-size-fits-all system.

We offer a Quick Risk Assessment, based on your organisation's ACTUAL payroll data for just R10 000 ex VAT and welcome the opportunity to engage with you on how to not only comply with the legislation but how to drive greater balance between Pay and Productivity. Call your GBS consultant today to find out more about our unique solutions.

Kind Regards

**NATALIE SINGER**  
**GLOBAL BUSINESS SOLUTIONS**  
[equalpayjhb@globalbusiness.co.za](mailto:equalpayjhb@globalbusiness.co.za)

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