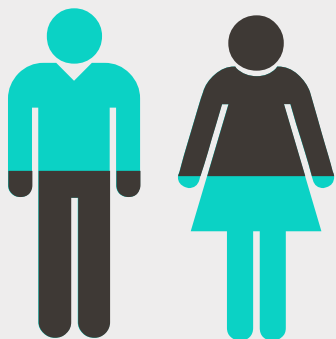


Is your company ready?

Preparing for gender pay gap reporting

New legislation is being considered by the Irish government and could soon be commenced.

What practical steps can your company take now?



1.

PAY AUDIT

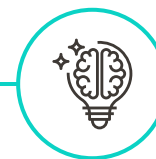
- Identify quartiles
- Gather and analyse payroll data



2.

TECHNOLOGY

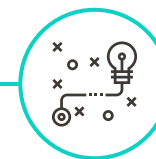
- Consider acquiring software to assist in "running" the calculations
- Ensure required data is easily accessible via payroll system
- Implement appropriate training



3.

POLICIES

- Review HR policies and compensation structures
- Evaluate recruitment and promotion practices
- Consider other innovative solutions to narrowing the GPG



4.

LEGAL ADVICE

- Seek advice early to:
- Understand which elements of "pay" need to be included
 - Identify and mitigate any equal pay / discrimination issues
 - Ensure compliance with data protection principles



5.

STAKEHOLDERS

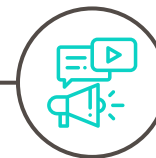
- Identify key stakeholders early:
- Finance/payroll
 - Human Resources
 - Legal
 - Public Relations



6.

COMMUNICATION

- Manage both the internal and external communication of any GPG
- Consider engaging with external PR if material GPG



Is your company ready?

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