



If you think hiring professionals is expensive, try hiring amateurs. ”

- Anonymous



Pay Scale Design

Is your organisation leading the way with pay transparency?

Do you actively manage compensation by grade and/or function?

Have you done a health check on your internal equity regarding compensation?

Are you externally competitive and is pay within your organisation aligned to your pay philosophy?

Overview

Compensation and benefits form the foundation of any rewards offering, ensuring that pay is effectively managed is fundamental. Well-designed salary structures will attract highly skilled people to your company and keep them motivated within the organisation.

Having robust pay scales not only help manage talent in the organisation but support managers to make informed decisions around compensation,

More than **50%**
of average companies
will not change
compensation strategies
to accommodate
millennials - Payscale

it also serves as a key tool during the budgeting process ensuring that costs are managed effectively, and employees are rewarded fairly.

Each organisation is unique and Africa People Advisory Group pride themselves on providing organisations with a customised solution that exactly meets your strategy, and needs.

Business value gained through the solution

- Being transparent with your pay structure, and the process of developing it, with management and employees creates confidence and builds trust. It removes the negative stigma around compensation and creates an open conversation around pay.
- Assist in managing your organisation's labour costs.
- Provide HR and line-managers with structure and guidelines when making hiring decisions.
- Attract and retain employees by ensuring that they are paid fairly.

Solution features

- Africa People Advisory Group offers a tiered solution depending on your organisations needs:
 - Tier 1 – Grade based pay scales across the organisation.
 - Tier 2 – Grade based pay scales per job or role family (i.e HR, Finance etc.)
 - Tier 3 – Role or Job based pay scales.
- Build pay scales based on external market data that can be refined by industry, function and/or grade.
- Provide cost analysis on aligning employees to newly established ranges.
- Use data to streamline decision making process.
- Understand whether pay for performance is actively practiced within the organisations by correlating performance ratings over a period with compensation data.

Process overview

- The process begins with a project kick off meeting to establish a project timeline.
- Employee data is submitted in Excel format to enable unique identification of employees against demographics.
- Decision around how to refine market data will be agreed on however need to align to the organisations compensation philosophy.
- Market data will need to be acquired by the organisation.
- Pay scales are created and employees benchmarked against newly designed ranges.
- Cost analysis is conducted, and a proposed solution is suggested to meet the gaps that have been identified.
- Final Tool/Report delivered to the clients.

The overall timeline for execution ranges from 1-4 weeks depending on the Tiered approach that is required.

Speak to a
consultant:

info@africapeopleadvisory.com