Managing fair pay in a complex world

PwC’s Comp Equity tech-enable service offering provides decision support for Compensation experts by leveraging analytics and comparative data insights necessary to proactively manage employees’ compensation in a fair and equitable manner.

Solution benefits

- Enhances compliance and mitigates risks of salary discrimination.
- Provides decision support through a diversity lens.
- Offers prospective salary insights to achieve and sustain an equitable environment.
- Fosters trust and loyalty within the workforce.
- Helps retain valued talent.
- Promotes and accelerates organizational development.
- Incorporates prompt responsiveness for real-time salary visualizations.
- Supports Talent Acquisition to determine appropriate pay for new hires.
- Comp Equity is up-to-date with client’s dynamic business requirements to help enable a fresh and accurate perspective.

Technology leveraged

- Comp Equity is supported by a Oracle PaaS application developed in VBCS and is fed from Core HR by Oracle Integration Cloud.

Additional resources

- pwc.com/oracle

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Target market & audience

All business sectors
• Compensation Professionals
• Human Resource Executives & Business Partners

Pain points
• Lack of visibility and transparency of compensation by job peer group
• Effective analytics supported by leading algorithms which identify “outliers”
• Embedded diversity metrics illuminate potential concerns and disparities
• Standalone solutions require periodic downloads and employee data is not current

Elevator pitch

Fair pay, compensation equity, and diversity focus is top of mind in business and society today, and many clients are struggling with effective diagnosis and remediation. Traditional compensation assessments offer point-in-time actions and rely on retrospective information. PwC’s Comp Equity tool works with current employee peer and salary program data to provide insights into hot spots and insights for Compensation and HR professionals with compensation responsibilities.

Key messages
• Comp Equity provides insightful, realtime compensation information which help clients manage risk and determines whether employees are being paid fairly
• Real-time updates from Core HR ensures that Comp Equity provides ongoing, prospective support which enables timely decision support
• Comp Equity provides a seamless user experience and appears to be fully integrated within the HCM Cloud.

Competitive landscape & differentiation
• Several standalone solutions exist in the market and require data downloads from HCMs, so data is only current periodically. Additionally, they offer a standalone user experience.
• Comp Equity provides real-time data and a seamless experience for users
**Qualifying questions**

1. Do your Compensation professionals have effective tools to provide informed guidance to managers for equitable salary decisions?
2. How confident are you that your compensation program is being fairly administered and there are no unintended discriminatory practices?
3. Is fair pay and compensation equity a priority of your company?
4. Are you currently engaging consultants to complete compensation equity studies?
5. Is your organization aware of compensation equity for your diverse employee populations?

**Handling objections**

1. “We use data in spreadsheets to base decisions.”
   *Comp Equity provides real-time analytics with drill-down capability for fact-based decision support.*
2. “Fair pay is not a priority for us right now.”
   *Pay disparities can exist either in isolated or broad cases and can introduce risk into your organization if not managed. It’s prudent to evaluate if your compensation programs help achieve fair and equitable outcomes.*
3. We do not have budget right now for additional solutions.”
   *Helping confirm to your employees that we pride ourselves in fair compensation treatment which helps retain talent and limit risk, offsetting solution investment.*

**Customer references**

1. At present, we do not have references or quals.