Paydata
making lives better at work

Paydata
Reward Management Specialists

Our Services

How can we help?

Would you want a reward strategy designed for someone else? We wouldn't – so we tailor solutions with your organisation in mind.

With people at the heart of everything we do, Paydata's reward management specialists are committed to making lives better at work.

We have been helping employers define their pay and reward practices for over 25 years.

We work alongside employers to develop thoughtful reward solutions which help unlock the full potential of employees.

From the outset of any reward project we take a holistic approach, working with you to ensure your pay and reward practices align with your overall business strategy.

We will work closely with you to understand your business challenges and your culture and identify exactly what it takes to attract, retain and motivate your key people.

What can that achieve for your business?

- Happier, more motivated staff
- Fair and equitable organisational policies
- Legal compliance
- Improved returns for your reward spend

Almost all our work comes from referrals and repeat business. Customers tell us they value the expertise, flexibility and personable approach we provide, giving them the tools needed to confidently manage complex HR and reward issues.

To discuss your reward needs, please call us on

+44 (0)1733 391 377
info@paydata.co.uk

Pay and Benefits Benchmarking

If you need to benchmark your pay and benefits against competitors or the wider market, we can help. Paydata's benchmarking services can help you to compare pay and benefit practices with your peer groups, industry sectors and the general marketplace.

Pay and Benefits Data

Paydata's pay and benefits database provides employers with up-to-date, accurate and specific external market data to inform reward decisions, much of which is not available anywhere else. Data outputs enable you to easily compare your reward practices to the market, helping to provide the information you need to offer the right package to attract, retain and motivate employees.

Pay Award Market Trends

Our comprehensive sector level management reports are designed to provide HR and relevant stakeholders with independent, relevant and expert insight on market practice to inform internal pay budget discussions.

Executive Pay Intelligence

Whether benchmarking for a specific executive role (or roles), need help drafting a remuneration committee report or are in need of access to the right data, we can help you navigate the complex subject of executive pay.

Bespoke Research

Need access to specialist pay or benefits information? You might need:

- a bespoke survey to find pay data for a specific role or industry.
- a bespoke survey for detailed information on a specific benefit.
- a more general survey to review terms and conditions for a group of roles.

Our bespoke research solutions can help.

I'm very impressed with the colleagues I've worked with at Paydata. The level of expertise, knowledge and understanding in their field is brilliant."

Reward Consulting and Design

Reward strategy is key to any employee recruitment and retention package. Your company is unique – we will work with you to develop clear and practical reward solutions that align with and reinforce your business strategy.

Reward Strategy

Use Paydata as an extension to your HR team to help develop your reward strategy and enhance its impact on the employment package you offer. Our reward solutions are tailored to your business needs, rather than a 'one size fits all' approach; whether you require a reward healthcheck to assess you current approach, need assistance developing reward strategy or help preparing pay policy papers for remuneration committees, or ad hoc reward advice via our retainer service.

Job Evaluation and Grading

We can help create order and structure in your pay arrangements. Having designed job evaluation schemes for a wide range of businesses over many years, our approach provides the tools needed to ensure your people are rewarded fairly for the work they do, relative to others in the business.

Our PAYgrade job evaluation software offers a quick and simple solution to accurately grade every job in your organisation. With a robust and consistent framework, PAYgrade makes it easy to evaluate jobs and compare job roles within your organisation. Not only does this help with structuring your pay and reward systems, but it also makes benchmarking, organisational review, career planning and equal pay compliance more straightforward.

Bonus and Commission Scheme Design

A well-designed bonus and commission scheme incentivises employees to push the boundaries within their role and excel. Employee incentive schemes can drive business growth, and boost sales, profit and employee loyalty, aligning values throughout an organisation.

Our approach to developing a bonus strategy is to start with the objectives in mind. We use a results-driven approach to design staff incentive schemes, creating systems that are built around your organisation's goals and vision.

Price competitive, agile and responsive to our needs, but most importantly of all, Paydata provide us with detailed insight and expertise that helps shape our reward strategy."

Pay Management

Employee reward has come under close scrutiny in the last few years, resulting in a greater need for transparency – particularly in the area of equality and bridging the pay gap. Paydata's expert team can help you to navigate these challenges and ensure you have the best tools in place.

Pay Structure Development

If you need help managing your reward data, our pay structure development service can help you to do this quickly and effectively. We can help you develop salary ranges, calculate pay review costs and model pay for performance awards.

Pay Review Management

If you need a better way to manage and track your pay review more efficiently, our PAYreview software is the solution. There is no need to worry about setting up a massive HR system. Our dedicated software can be implemented relatively quickly and we will help you through every step of the journey. Whether that's building calculations or importing your data. PAYreview is fully customisable to suit the way you work. PAYreview gives you back control by ditching spreadsheets, freeing up your key HR resources and automating tedious data management.

Equal Pay

Many employers find it a challenge to get the right elements in place to accurately assess their equal pay position. With many years experience in the field, using EHRC best practice guidance the Paydata team can help you navigate an equal pay audit, identifying where you may have equality issues and their causes.

Our 'Discovery' service helps you understand what needs to be done to undertake an accurate equal pay audit. From here we can then carry out a full audit across your organisation and, where appropriate, develop an Equal Pay Action Plan.

We also offer a mini equal pay audit to review a limited number of roles where you believe an issue may exist or if you are looking to get a sense of the equal pay position within the company and are not yet in a position to complete a full-scale audit.

Paydata have always been incredibly responsive with very little notice and the individuals working with us on our review were hugely knowledgeable, professional and supportive."

Employee Engagement

The reward package is one of the biggest incentives you can offer your people – but it is a challenge to get the right package in place and to maintain momentum through your internal communications. Paydata can help you to boost engagement in a range of ways.

Total Reward Statements

Employees who have a greater understanding of their reward package tend to be better engaged, resulting in reduced attrition and can also increase the take-up of benefits. Total Reward Statements capture the value of traditional benefits, such as base salary, bonus earnings and pension schemes, as well as additional benefits such as gym memberships and personal development opportunities.

Whilst employees get a clear picture of the full range of potential rewards available, employers can demonstrate the investment they are providing in one clear snapshot to each employee. We can help support you in delivering and communicating Total Reward Statements to maximise employee engagement and maintaining the momentum through your internal communications.

Employee Research

Knowing what your people think about their work and their employer is essential for understanding and determining which employee policies will be the most effective.

Using honest employee research data correctly can help you to improve employee engagement levels, improve staff recognition as a good employer and support you in attracting and retaining the right talent.

Paydata provides a bespoke employee research service that helps your organisation understand your employee's views and perceptions. These include staff satisfaction surveys, pulse surveys on specific issues, workshops and focus groups. As an independent third party, your people are encouraged to provide frank, honest and complete feedback.

Paydata provided a very attentive, friendly and professional service, along with effective project management, attention to detail and appropriate levels of responsiveness."

Research, Insights and Events

We can help you to monitor industry trends and highlight factors that influence pay and reward management.

Publications

Our web-based 'Knowledge Hub' offers access to a wealth of resources as well as regular thought-leadership blogs, keeping you updated on what is happening in the world of pay and reward management.

Regular publications include our free monthly PAYstats Pay and Labour Market Statistics report, providing an update on key areas including inflation, employment and average earnings – as well as an expanded quarterly version, which features additional market commentary.

Research

Our bi-annual UK Reward Managment Survey and regular pulse surveys have become an invaluable source of market intelligence for employers. The survey reports offer a free resource for participants that canvasses and captures pay and reward management trends, alongside topical issues, such as wellbeing practices and recruitment and retention hotspots.

HR Workshops

Our popular HR Workshops operate at a sector level and provide HR and Reward professionals with with a safe space to network, and share insights and experiences on common reward challenges.

Webinars / Dicussion Forums

Our programme of events includes access to regular interactive seminars and discussion forums on topical issues. Engaging with expert speakers, the sessions are designed to support and inform your approach to managing HR and reward challenges.

I cannot fault Paydata's approach, we worked so closely with them and we built our relationship very quickly. Working so closely together, they became part of our team. There was a real sense that we were achieving the project together which made it enjoyable."

How can we help?

PAY AND BENEFITS BENCHMARKING

- Pay and Benefits Market Data
- Pay Award Market Trends
- Executive Pay Intelligence
- Bespoke Research

REWARD CONSULTING AND DESIGN

- Reward Strategy
- Job Evaluation and Grading
- Bonus and Commission Sheme Design

PAY MANAGEMENT

- Pay Structure Development
- Pay Review Management
- Equal Pay Audits

EMPLOYEE ENGAGEMENT

- Total Reward Statements
- Employee Research

RESEARCH AND INSIGHTS

- Publications
- Research
- HR Workshops
- Webinars / Discussion Forums

To discuss how we can help with your needs, please get in touch via

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