

# Pay Confidence.

Supporting employers to ensure that legislative requirements on pay are met and employees are paid fairly.

## The challenge.

Ensuring that your people are paid the right amount and at the right time is a critical task for any employer. Not only could getting it wrong weaken the employer-employee relationship, but it could also lead to breaches of legislation, financial penalties and a very public 'naming and shaming'.

Although there is an industry targeted to supporting payroll teams, the rules around pay and pensions can be complex and nuanced and, as a result, many companies can find themselves inadvertently falling foul of these rules.

When errors do occur – for example, in relation to National Minimum Wage, holiday pay, pension auto-enrolment or other areas – the process of rectification can be time-consuming and complex. More often than not, vast volumes of data from multiple sources need to be stitched together before a full quantification of the problem can take place.

## How confident are you that your pay processes are meeting legislative requirements?

In addition, there are increasing regulatory requirements around the disclosure of pay information, in particular gender pay gap reporting obligations and an increasing market focus on reporting pay based on ethnicity or other employee characteristics.

## How can we help?

Isio employs over 1,100 individuals with strong data analytical skills and financial modelling expertise. We utilise this skillset to support companies with complex pay modelling, using our bespoke data validation and pay calculation models. The types of pay confidence projects for which we provide support typically fall into two categories: compliance and disclosure.

### Compliance

National Minimum Wage  
Holiday Pay  
Real Living Wage  
Pensions Automatic Enrolment



### Disclosure

Gender Pay Gap  
Ethnicity Pay Reporting  
Pay Transparency

## Our approach.

1

### Data review and validation

- Identify scope of data requirements and, if required, integrate data from multiple systems (e.g. payroll system and timesheet system)
- Conduct data validation checks
- Review data recording processes

2

### Calculation and modelling

- Undertake detailed calculations of required disclosures or rectification payments for each affected employee
- Work with your legal and/or tax advisers where appropriate to identify key judgements required

3

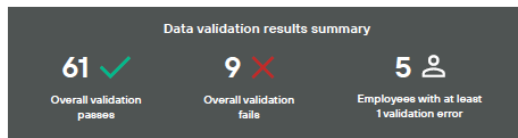
### Visualisation of results

- Use our dashboard, with deep dive functionality, to view your results
- Dissect and mine data by characteristic (e.g. gender, location, grade)
- Once results are finalised, employers can consider how best to rectify and communicate to employees and other stakeholders



#### Why do we carry out data validation on the template?

The accuracy and completeness of the workforce data will determine the accuracy and reliability of the analysis. Whilst the model is unable to carry out full and exhaustive data checks, the data validation stage identifies possible key errors or missing data.

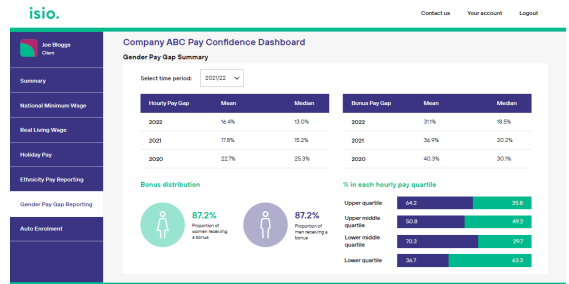


#### Employees with at least one validation error:

Employee ID	Number of validation errors	Type of employee	Action
ABC03	3	Cat A	<a href="#">View detailed issues</a>
ABC04	2	Cat B	<a href="#">View detailed issues</a>
ABC05	2	Cat A	<a href="#">View detailed issues</a>
ABC06	1	Cat C	<a href="#">View detailed issues</a>
ABC07	1	Cat F	<a href="#">View detailed issues</a>

Upload a revised template once you have addressed the above data issues.

[Upload updated template](#)



# Isio. Born to think differently.

**Our launch.** Isio was born in 2020. We've been challenging often outdated thinking on pensions, benefits and investment advice ever since.

**Our growth.** Isio already works closely with a third of the FTSE 100 and over 400 boards of trustees.

**Our team.** 1,100 specialists, drawing on years of top-tier experience across employee benefits pay and pensions to create fresh thinking and bold solutions.

**Our solutions.** Whether it's innovative ideas, clever funding, or cutting-edge technology using one of our proprietary platforms, we look for the best way to achieve the strongest outcome.

**Our ambition.** To deliver the highest levels of financial confidence our clients want and deserve, by improving outcomes across the full range of their responsibilities.

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