

Crunch time for gender pay

Are you struggling with the gender pay gap calculations, or worried about what to say in your narrative, or just wanting to sense check your approach?

We have advised a variety of clients on a range of gender pay queries. From unpicking the detail and classifying payments within complex remuneration structures, to presenting the big picture in their narrative, our team of experts can assist with the technical issues and suggest solutions to help your organisation reduce the gap. It's definitely crunch time for gender pay. Your GPG report needs to be uploaded before 4 April 2018 for private sector organisations, or 31 March for public sector organisations in England and Wales.

Here are some recent Gender Pay Gap credentials

- **Oil and Gas client** – Our advice here focussed on internationally mobile workers. The client operated complicated arrangements for inpat and expat workers. We helped the client develop a set of working rules to apply in the context of overseas workers to avoid having to undertake a complex analysis in each case. We also advised on discrete issues such as pension allowances and pension cash uplifts in the context of the GPGR.
- **Global Digital Industrial client** – We ran a half day workshop with this client to help shape their approach to gender pay gap reporting and connection with wider diversity positioning, dealing with tricky issues such as narratives/messaging across multiple, diverse group entities of different sizes, and internal versus external messaging, as well as addressing numerous technical points related to the calculation itself.
- **UK Energy business** – Following having supported on the preparation of the calculation itself, we are now supporting this client in developing strategies to address its gap, including on unconscious bias training, gender bias reviews of employment documentation, and maternity/family leave mentoring/support.
- **Luxury Hotel Group** – We advised this client on how the GPGR would apply in relation to zero hours and casual workers, where there was greater seasonality with the staff population.
- **International Investment Bankers** – We advised this client from the early stage of evidence gathering through to follow up queries on structuring their reports. We provided an early analysis of their spreadsheet of earnings, split by gender and grade to review their grade level differences. Our remit was to assist with identifying areas which merited further investigation. We have also assisted their GC with discrete queries such as group reporting.
- **International Oil & Gas client** – This client has a complex remuneration structure where some payments classified as bonuses are really allowances and vice versa and this has been a difficult area to pin down under the GPGR. We reviewed a number of elements of their pay structures to determine how best to classify the payments and, again, developed working rules on how these should be treated to avoid complex and time consuming analysis on a case by case basis.
- **International News Agency** – We provided wide-ranging advice to this client which included analysing the granular calculation details to assess which elements of their variable pay fitted into the definitions in the GDPR, advising on how best to deal with carry-over of leave, checking their average hourly pay calculations and advising on which employees could be excluded for various reasons. In addition we provided a benchmarking service for this client and advised on what steps they could take to close the gap.

We are recognised experts in our field

In 2017 we worked with the CBI to provide a guide on Gender Pay Reporting. We have also developed our online Gender Pay Gap toolbox which contains a number of resources on gender pay <https://cms.law/en/GBR/Publication/What-your-business-needs-to-know-about-gender-pay-gap-reporting>.

Contact us

To find out more about how we can help you with the gender pay reporting process then please speak to your regular CMS contact or one of the employment partners listed below.



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