



# Helping you comply with Gender Pay Gap Reporting 2022

Supporting organisations to close the ‘Gender Pay Gap’ by creating a clear and concise strategy that not only seeks to meet regulatory requirements but also creates an opportunity to enhance your employer value proposition and improve employee engagement.

The topic of the gender pay gap isn’t anything new, but what is new is the Government’s introduction of the legislative basis for gender pay gap reporting and regulations. On International Women’s Day 2022, Minister for Children, Equality, Disability, Integration and Youth, Roderic O’Gorman, announced the introduction of gender pay gap reporting in Ireland.

Employers will choose a ‘snapshot’ date of their employees in June 2022 and will report on the hourly gender pay gap for those employees on the same date in December 2022. This will need to include the mean and median hourly wage gap, data on bonus pay, the mean and median pay gaps for part-time employees and for employees on temporary contracts and the proportions of male and female employees in the lower, lower middle, upper middle and upper quartile pay bands.

This reporting requirement will help to ensure pay transparency exists in organisations, and will play an important role in achieving gender equality in the workplace. The reporting is a landmark victory for the fair pay campaign, but its not going to be without its challenges for employers.

Grant Thornton have experts who can help support your organisation with the adoption of this new legislation. We will support you by helping you plan and execute a strategy that will embrace this reporting requirement, and also see your organisation seize the opportunity this creates.

Overleaf we show how we can help make this reporting and legislation both seamless and worth while for your organisation.



## The Challenge

- Reporting results will either have a negative or positive impact. The challenge here will be impacts on both staff retention and hiring. Gender pay gaps will likely influence candidate's assessment of your commitment to diversity and inclusion;
- Resourcing this reporting requirement is likely going to be a challenge, and to which department does this fall? Most will land on HR or Payroll, but will they have the extra resource to deal with this added work load?;
- Imperfect reporting will be a challenge, CIPD has compiled research into this area with UK organisations and suggests that inexperience and insufficient technology can mean the quality of the output isn't great;
- Internal structures, such as flexible working arrangements and child care etc, are factors that will need to be addressed.



## How we can help

- Support your organisation to adapt to the new Gender Pay Gap legislation;
- Provide best practice knowledge and expertise so you can get things right the first time;
- Help your organisation to set itself up for not only the reporting element of the legislation, but supporting your HR function for what will be a substantial piece of work both in terms of strategy and resource;
- Assist your leaders with decision making in these times of change;
- Assist with the preparation and verification of your Gender Pay Gap calculations through gathering relevant data, conducting calculations and preparing gender pay gap reporting;
- Review your Gender Pay Gap methods and calculations and highlight any areas for improvement.



## The Result

- A smooth transition for the organisation from both a people and reporting perspective to the new legislative requirements;
- Cultural transformation through communication and transparency;
- A policy of fairness and equality that transcends across not just pay but every aspect of the organisation;
- An equal work force with equal opportunities, new and improved hiring and promotion methods to ensure a fair approach;
- Develop a reward narrative and strategy that has been adapted and is flexible to the changing world of work while still being anchored in performance.

## Key contacts



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