

Pay audits are crucial, not just unnecessary red tape

Dan Wilson, Director of Consultancy at NorthgateArinso Reward Solutions considers the recent article in Personnel Today about gender pay audits potentially being scrapped by the conservatives.

Theresa May has apparently failed to realise that whether or not pay audits are scrapped, law will remain ensuring equality of pay ('conservatives to scrap mandatory gender pay audits in the Equality Bill', personneltoday.com 6 October).

Firms must continue to conduct gender pay audits regardless of future alterations to the Equality Bill. The post-recession boom will set off a scramble for the best talent, and companies that have fair pay arrangements will be most attractive to top performers. In leaving this out of the Bill, problems are only stored up rather than dealt with in a manageable way.

Gender pay audits are crucial in helps businesses adhere to strict legislation, identifying and preventing discrimination. To paint them as some sort of unnecessary red tape is narrow minded. Pay Audits should remain as much a part of business best practise as being paid in the first place.

Dan Wilson
Director of Consultancy
NorthgateArinso Reward Solutions



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