

CURO Pay Equity



Prove your commitment to fair pay



Software that analyzes pay equity gaps so you can create an equal and inclusive workplace. CURO Pay Equity is a self-service solution designed for HR and Reward professionals. The solution analyzes pay gaps and provides insights on pay equity trends within your organization.

Supporting analysis at a country, market level or job level, you can identify key areas of risk, understand where pay gaps can be explained by non-monetary factors and track remedial actions. Tackling pay equity not only reaps business benefits, it demonstrates a commitment to a diverse and inclusive workforce that is a differentiator in the war for talent.

Key benefits

Gain actionable insight

Detailed pay equity analytics highlighting areas of risk at a country, business group or job level.

Customize for success

A self-service, fully configurable platform to manage any level of complexity around pay equity analytics.

Ensure fair treatment

Get the analysis needed to think globally while acting locally, and ensure fair treatment of employees.

Take control of your data

Upload and update data as often as you choose and immediately access fresh insights.

Support pay equity audits

Drill down to individual employee data to track the pay equity status, actions or justifications.

Make pay equity adjustments

Calculate and model pay equity adjustments to reduce pay gaps.

Key features

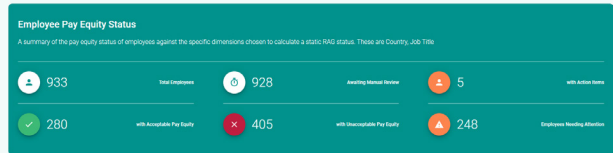
Dynamic Analytics

Easily interrogate data to understand pay equity issues at a country, business group or job level on both an unadjusted and adjusted basis.



Track Employee Outcomes

Monitor progress on pay equity status at an employee level to streamline pay equity audits.



Multivariate Regression Analysis

Identify the significant factors that drive pay variance and isolate the 'illegal' pay gap.

Variable	Estimate	Standard Error	P-Value	Significance
Gender - female	-0.20	0.02	0.0000	***
Ethnicity - nonwhite	-0.28	0.04	0.0000	***
Country - uk	0.07	0.04	0.0000	***
Country - usa	0.75	0.05	0.0000	***
Tenure - between 10-14	0.03	0.04	0.3723	
Tenure - between 3-5	-0.04	0.03	0.2201	
Tenure - between 6-9	0.03	0.03	0.3901	
Tenure - over 15	0.02	0.04	0.9059	

Cohort Analysis

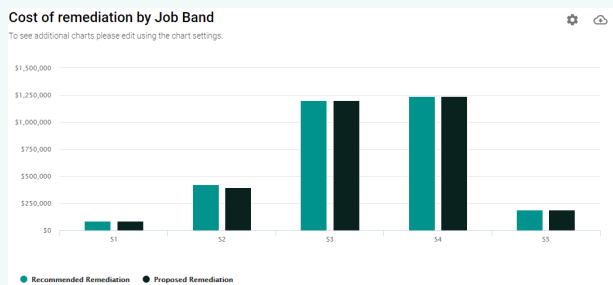
Group employees who perform equal or substantially similar work into Pay Analysis Groups (PAG) or cohorts to review potential pay equity disparities.

Organizational Group	Compensation Bandline	Mean Baseline Basic Pay FTE	Mean New Baseline Basic Pay FTE	Representation of Non-Baseline Group	Pay Gap	Pay Gap After Proposed Remediation
Gender	Male	\$161,873.15	\$154,762.42	39.33%	16.75%	12.95%
Ethnicity	White	\$153,256.96	\$107,750.00	4.48%	29.64%	16.95%

ID	Employee	Basic Pay FTE	Group Mean Basic Pay FTE	Modelled Pay	Standard Deviation	Characteristics Gap	Recommended Remediation	Proposed Remediation	New Basic Pay FTE	Increase Percentage
EN 02200	Melanie Swarick	\$148,400.00	\$191,211.70	\$136,175.93	0.24	-614,240.40	\$0.00	\$100	\$148,400.00	0%
EN 02799	Kylie Blackborough	\$111,800.00	\$191,211.70	\$138,198.74	-0.61	\$14,926.94	\$16,926.98	\$16,926.58	\$128,225.58	15.21%
EN 02772	Ted Deeth	\$229,900.00	\$191,211.70	\$184,198.74	1.48	\$4,521.72	\$0.00	\$100	\$229,900.00	0%

Budget Optimization

Understand the cost implications to close pay gaps, and for user-defined budgets, where this spend should be targeted to have maximum impact.



Do you need more detail?

Get in touch to learn how you can leverage your existing investment and enjoy a market leading pay equity solution.

About CURO

Designed and developed by compensation experts, CURO's pay equity software enables organizations to drive business performance and employee engagement while ensuring pay transparency, equity and compliance.

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