



# Case Study



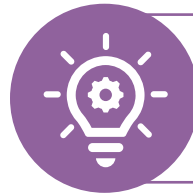
## Client

The Workshop



## Challenge

Concerned about pay relativities between roles and external market.



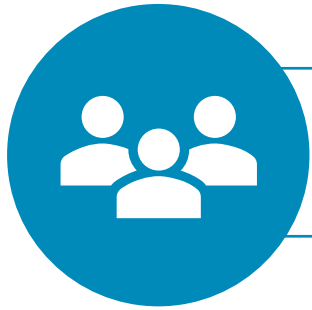
## Solution

Establish internal and external job size relativities, link job size outcomes to appropriate market data.



## Results

Remuneration framework linking all roles to appropriate market data to inform future pay decisions.



# Client



The Workshop



Wellington



Charitable Trust

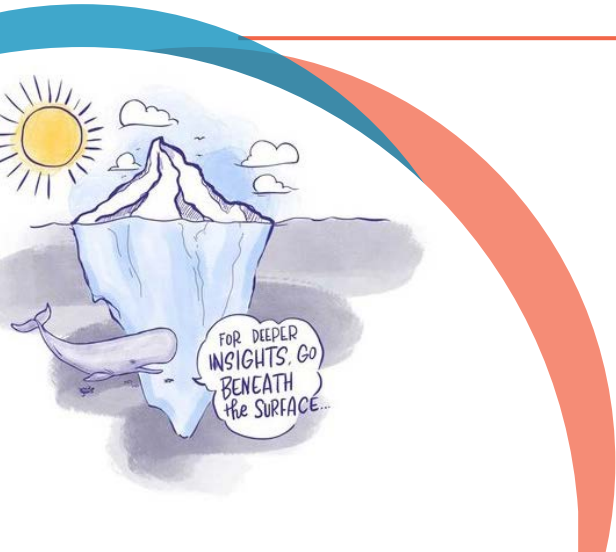


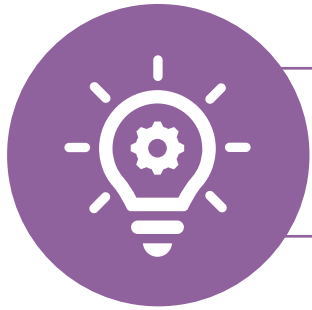
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# Challenge



Strategic Pay were engaged to provide advice as to how the organisation could link their pay approach to robust remuneration market data that would enable the organisation to recruit and retain talent in a highly competitive mobility market.





## Solution

Strategic Pay undertook a comprehensive job evaluation and market benchmarking exercise, considered a number of comparison markets, and provided a recommendation based on a balanced view of which market most closely aligned with the organisation's kaupapa, ability to pay and also best represented the mobility market.

## Results



Internal and external market relativities established and validated via job evaluation.  
Developed a job-size based remuneration framework.  
Provision of market data to inform appropriate market alignment based on job size outcomes.

