Internal Equity

We test whether people doing work of similar value are paid fairly and consistently, and give you a clear, prioritised plan to close any gaps.

What we do

- Job grading review
- Pay equity and pay-gap analysis
- Pay compression checks
- An internal equity matrix by grade and position
- Recommendations aligned to your pay structure

What you receive

- An internal equity matrix
- Findings on gaps, outliers and compression
- A prioritised, costed adjustment plan
- Can be combined with salary benchmarking

Internal equity matrix

ILLUSTRATIVE

	Below range	Low (80–95%)	On target (95–105%)	High (105–120%)	Above range
Grade 1	1	3	9	2	0
Grade 2	0	4	11	3	1
Grade 3	2	5	7	2	0
Grade 4	0	2	5	1	1
Grade 5	1	1	3	0	0

Employees by grade and compa-ratio (salary ÷ grade midpoint). Outlined cells flag pay outside the range for review.

Why it matters

Fair, consistent internal pay protects morale and retention, and gives management a defensible basis for every adjustment.

INDICATIVE FEE

Internal equity review, per engagement

BZ$1,000 – 15,000

Final fee confirmed in a written proposal.