

Build with purpose

Test your pay structure before you apply it — the decision stays yours



WHAT THIS IS ABOUT

Your pay structure is built on a value hierarchy. Now comes the question you cannot afford to test directly against the live payroll.

IN THIS BROCHURE YOU'LL DISCOVER

- 1 how to stress-test any pay structure adjustment and trace the downstream effects before they reach the payroll
- 2 which parameters you can modify — individually or in combination — to build parallel scenarios with full control
- 3 why the first indicator you look at in a simulation tells you immediately whether an adjustment is sound or fragile
- 4 how a confirmed decision flows directly into the pay structure and the audit log, so you can demonstrate it with data rather than simply assert it

VERSIUNEA ONLINE

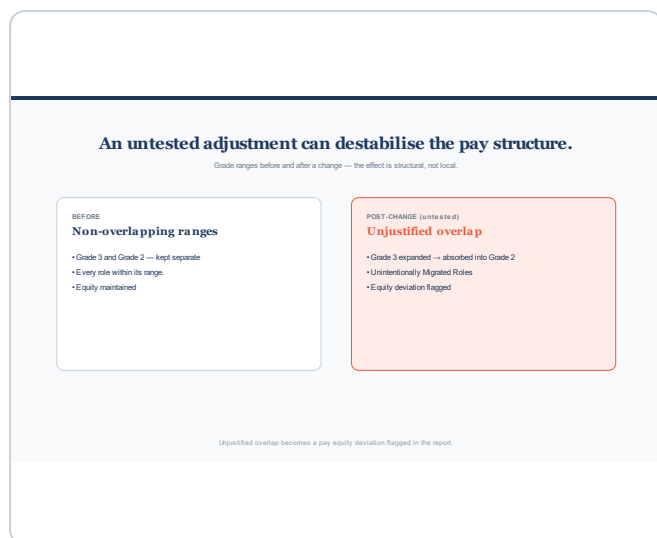
Scanează pentru broșura interactivă — cu voce, film și grafice care se ivesc la scroll.



01

The pay structure is solid. An untested adjustment can destabilise it.

A change to the pay structure — a redefined grade, a widened or added pay band — produces downstream effects you cannot anticipate in advance. The simulator helps you forecast the consequences of your decisions before you commit to them.



- A grade adjustment does not affect only the targeted role — it repositively repositions every role in the surrounding structure.
- Effects are not proportional: a small change can produce a significant reordering, or conversely, a large change may leave the structure visibly undisturbed.
- Without prior testing, a decision rests on intuition alone. With testing, it rests on a visible, traceable calculation.

IN DEPTH

If you widen the band for Grade 3 to retain a specialist, roles in Grade 2 whose salaries sit at their ceiling may begin to overlap with Grade 3. If that overlap is not justified by the distance between evaluation scores, it becomes a pay equity deviation — one that a compliance report will flag. The adjustment looks local; the effect is structural.

Proportionality is deceptive in pay structures. A grade with a narrow band and closely scored roles amplifies every change. A single pay band step added can simultaneously push several roles outside their current range. A grade with a wide band absorbs the same change with no visible reordering. What determines the outcome is the geometry of the grade, not the size of the adjustment.

Intuition says: "if I widen the band, the role stays competitive." Calculation shows whether the widening produces unjustified overlap with the adjacent grade, how many roles are affected, and whether pay equity across categories is maintained or deteriorates.

To know what you can test, you need to know precisely which parameters are in your hands — and how granularly you can intervene.

02

The parameters you control — grades, bands, pay band steps, and combinations thereof.

Efectele în lanț pornesc din parametri concreți pe care îi poți modifica deliberat, nu din variabile ascunse.

The simulator puts the complete pay structure in your hands — grades, ranges, pay bands — and lets you adjust any parameter, individually or in combination, building parallel scenarios before you commit to anything.

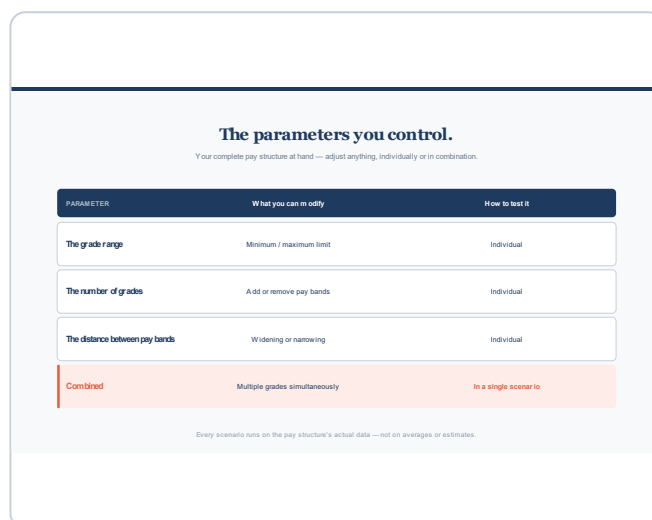
- You can modify the boundaries of a grade range, the number of pay bands, or the distance between bands — individually or simultaneously across multiple grades.
- You can build parallel scenarios and compare them against the confirmed structure — not against each other in isolation.
- Every scenario runs on the actual pay structure data: job evaluation scores, current salaries, gender distribution across categories.

IN DEPTH

"Individually or simultaneously" means you can test what happens when you widen the range for grade 3 and add an extra pay band — within the same scenario. You don't need to run two separate scenarios when the real decision involves both changes at once. The combined effect is visible in a single run.

Comparing against the confirmed structure — rather than against other scenarios — gives you a stable reference point: deviations are measured against the documented pay structure, not against another hypothesis. If scenario A and scenario B both produce overlaps, you see both measured against the same baseline, not one against the other.

Running on actual data means the simulator does not work with averages or estimates — it works with the effective salaries of positions within each grade and with the real gender distribution across categories. The impact on the gender pay gap indicator is calculated on the same data that a compliance report would use, not on an approximation.



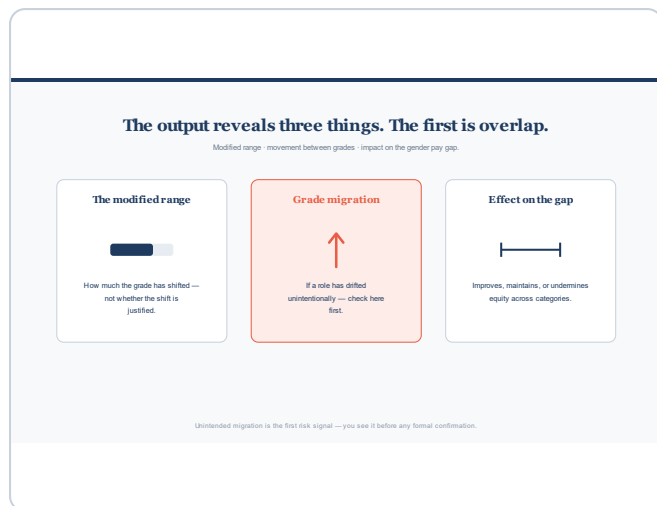
Scenarios are a tool — their value depends on how well you interpret what the results are telling you.

03

The simulation output shows you three things at once. The first thing you look at is the gap.

Ai rulat scenariul — acum rezultatul pune în față cifre și structuri. Citirea lor urmează o logică specifică grilei salariale — diferită de logica ierarhiei de valoare.

The simulation output shows simultaneously: the updated range of the modified grade, the new distribution of roles across grades, and the effect on the pay gap indicator by category. The first thing you look at is the overlap between grades — it tells you whether the adjustment is sound or fragile.



- The modified range tells you how much the grade has changed — but not whether that change is justifiable relative to the distance between scores.
- The distribution of roles across grades shows you whether any role has migrated from one grade to another as a result of the adjustment — unintended migration is the first risk signal.
- The effect on the pay gap shows you whether the adjustment improves, maintains, or worsens pay equity by category — calculated on the actual gender distribution.

IN DEPTH

"Justifiable relative to the distance between scores" is the concrete test: if the range of grade 3 widens and now covers scores that belong to grade 2, the overlap is not merely cosmetic — it means that roles with different scores are paid within the same range, which contradicts the logic on which the pay structure was built. The output flags this situation explicitly.

Unintended migration looks like this: you modified the range of grade 3, but a role in grade 4 — with its salary at the grade minimum — has now fallen below the new maximum of grade 3 and appears in the overlap zone. You did not intend to move that role; it shifted as a structural effect. The output marks it separately from the roles you were targeting.

The effect on the pay gap is calculated by category, not as a global average — consistent with the compliance report. If the adjustment raises salaries in a grade where women are overrepresented, the indicator for that category improves; if it raises a grade where men are overrepresented, it deteriorates. The output shows both effects, not only the intended one.

You've read the result — what matters most now is what you do with it.

04

The confirmed scenario enters the pay structure. The log shows the difference. The next step is opened by the structure itself.

Ai scenariul pe care vrei să îl aplici — confirmarea lui nu produce un document nou, ci actualizează structura existentă cu o urmă clară a ce s-a schimbat și de ce.

The confirmed scenario updates the pay structure and the compliance log — it does not create a parallel document. The decision remains yours; what you gain is that it can be demonstrated from data, not merely asserted.

- Confirmation updates the pay structure and the log within the same document — procedural continuity is preserved throughout.
- The log shows the concrete difference: which band changed, in which grade, relative to which prior version.
- The pay structure updated after simulation is the foundation on which market comparison — the next step — can be carried out with precision, not estimates.

IN DEPTH

"The same document, not a parallel one" means you do not end up with two versions of the pay structure in circulation — one old, one new — with the risk that operational decisions (job offers, promotions, payroll) draw from different versions. There is a single pay structure, with a log that records the history of changes: the initial version, which scenario was confirmed, when, and on what basis.

The difference recorded in the log is concrete and follows the same format as the rest of the document: "Grade 3 — upper limit revised from X to Y. Rationale: specialist retention. Overlap with Grade 4: no unintended migration. Effect on gender pay gap — Analysis category: +0.3 percentage points, within threshold." Not a footnote — a record with the same traceability as the original evaluation.

Market benchmarking only works when you know where you stand internally before looking outward. With an updated, documented pay structure, any external reference point has a precise anchor: you know that role X sits in grade 3, that grade 3 spans from Y to Z, and that the most recent adjustment is on record. The question "are we competitive?" becomes answerable — and that is exactly the question the next stage opens.