

Pay Transparency – Consulting Services Subscription

Flexible monthly support for alignment with the requirements of the EU Pay Transparency Directive

A collaboration model designed for organisations that manage a significant part of the alignment process internally, while requiring ongoing access to specialised expertise in methodology, validation, interpretation and implementation.

Context

Directive (EU) 2023/970 on pay transparency introduces significant changes to the way organisations define, document and communicate their remuneration practices.

The new requirements affect the entire compensation and HR ecosystem, ranging from job architecture and job evaluation, the criteria used to determine remuneration and pay progression, and pay gap analysis, to recruitment practices, employees' rights to information, gender pay gap reporting and the organisation's ability to demonstrate compliance with the principle of equal pay for equal work or work of equal value.

Compliance requires not only initial preparation and implementation, but also the ongoing management of these new obligations, including reporting, employee communications, engagement with employee representatives and the continuous adaptation of remuneration practices.

Failure to adequately manage these requirements may result in legal, financial, operational and reputational risks, as well as the need to implement corrective measures, provide compensation, or face regulatory sanctions.

How it works

The organisation subscribes to an agreed number of consulting hours per month. These hours may be used on an as-needed basis to address specific requirements or allocated to recurring working sessions, scheduled weekly or bi-weekly, depending on HR priorities and evolving compliance requirements.

forvis mazars

Flexible collaboration model



Starter

Recommended for

Small organisations, typically with fewer than 100 employees, without a dedicated Comp & Benefits function, seeking ad hoc expert guidance on regulatory requirements, practical implementation and specific HR and remuneration matters.

Hours 4 hours/month

Request offer

Business

Recommended for

Small and medium-sized organisations, typically with 100–500 employees, with internal HR and/or Comp & Ben resources, actively engaged in the compliance process and seeking methodological guidance, advisory support and expert review of nternally developed solutions.

Hours 8 hours/month

Request offer

Enterprise

Recommended for

Medium-sized and large organisations, typically with over 500 employees, with complex compensation structures and/or multiple implementation workstreams, requiring extensive support and close collaboration with their internal HR and/or Comp & Ben teams.

Hours 16 hour/month

Request offer

The subscription is available for a minimum period of six months.

Why this model?

Pay Transparency is not a one-off compliance exercise. This model provides access to specialised expertise whenever needed, supports a phased implementation approach, enables costs to be spread over time, facilitates the review and validation of internally developed solutions and promotes knowledge transfer to the HR team.

Working principle: the client's team is responsible for implementing the activities, with methodological guidance, specialist advice and ongoing support from our experts throughout the process, including the review and validation of deliverables. Activities requiring significant hands-on implementation support may be quoted separately.

Experts dedicated to pay equity and transparency





[Expert: Andra Florina Ilie]

Senior Manager – HR & ESG Advisory
Forvis Mazars in Romania

Florina has over 15 years of experience in management consulting, with expertise in HR strategy and governance, the transformation and optimisation of HR processes and systems, performance management and organisational change, as well as the development of remuneration structures and pay equity.

She is a certified Equal Pay Practitioner and leads pay transparency and pay equity initiatives, supporting organisations both in achieving compliance with the EU Pay Transparency Directive and in developing sustainable and effective HR practices and systems.



[Expert: Ana-Maria Ionescu]

Project Manager - HR & ESG Advisory
Forvis Mazars in Romania

Ana has over 6 years of experience in payroll, personnel administration and HR consulting, with expertise in HR audits, due diligence projects, payroll process automation and the development of internal HR policies and processes.

She holds several certifications in payroll and human resources and is a certified Equal Pay Practitioner.

As part of HR & ESG Advisory, she contributes to salary analysis, benchmarking and pay equity projects, supporting organisations in aligning with the requirements of the EU Pay Transparency Directive and developing fair and competitive remuneration practices.

Areas of support

Depending on the organisation's needs and priorities, the subscription provides access to our experts' support across the following key areas:

- Assessing the organisation's level of preparedness, identifying gaps and defining priorities for alignment with the requirements of the Directive;
- Providing support with job architecture, job evaluation and the classification of equal work or work of equal value;
- Developing and reviewing salary structures, remuneration criteria and compensation practices;
- Analysing gender pay gaps, analyzing results and defining recommendations;
- Supporting the preparation of pay gap reports and the management of any required corrective actions;
- Aligning HR processes, policies and documentation with pay transparency requirements;
- Reviewing and validating analyses, tools and documentation developed internally by the organisation;supporting the definition and implementation of the organisation's pay transparency communication framework;
- Providing support with employee communications, the handling of information requests and internal communication activities;
- Preparing for and facilitating discussions with employee representatives and/or trade unions;
- Supporting managers in preparing for and responding to the new pay transparency requirements;
- Conducting working sessions, facilitating knowledge transfer and providing ad hoc support for issues or questions arising during the implementation and ongoing application of the requirements.

The areas of support are indicative and can be adapted throughout the engagement based on the organisation's evolving needs, while maintaining the overall objective of alignment with the requirements of the Pay Transparency Directive.

