



# Unlock the full potential of your reward data to increase HR impact

Brightmine has partnered with Innecto Reward Consulting, an independent reward consultancy, to provide expert advice on interpreting and acting on the results from our solutions. This partnership offers tailored, comprehensive packages to help you get the most out of our reward solutions and data.

## Why partner with Brightmine and Innecto?



### Data accuracy:

Ensure your data meets regulatory requirements, is primed for in-depth analysis, and is free from errors and inconsistencies—helping you maintain compliance while identifying areas for improvement.



### Tailored Pay Analysis:

Simplify the equal pay audit and pay gap analysis process with personalised insights and guidance to help you understand the causes of pay gaps and develop tailored strategies to address them.



### Implement sustainable pay strategies:

Transform pay data analysis into actionable strategies that drive sustainable, long-term improvements within your organisation that align with your business goals—maximising HR impact.

Take your people data analysis to the next level and harness its power with leading consultancy support.

For more information or to book a demo, reach out to your Brightmine representative today.

## THE PARTNERSHIP



### About Innecto

Innecto has been a trusted consultancy for over 20 years, offering deep expertise in HR and reward solutions, supporting over 100 companies annually, ranging from multinational corporations to high-growth SMEs.

Their reputation for excellence has led to involvement in large-scale transformation programs alongside major firms like Ernst & Young, KPMG, and Grant Thornton.

They provide innovative HR tech solutions, aligning HR strategies with business goals to deliver tangible benefits like cost savings, efficiency, and growth.

### About Brightmine

Brightmine, formerly XpertHR, is a leading global provider of people data, analytics and insight – empowering HR leaders to deliver brighter business outcomes.

For more than two decades, Brightmine has helped HR leaders confidently navigate the evolving world of work.

What services are available through this partnership?  
 Create a tailored package that works for you based on your needs.

| Service/Capability    |  | Innecto will help you:  |
|-----------------------|--|---|
| COMPENSATION PLANNING | Prepare data for Compensation Planning               | <ul style="list-style-type: none"> <li>Determine the data necessary to achieve your organisation's specific benchmarking requirements</li> <li>Conduct a comprehensive review and validation of your data to assess its suitability for robustness</li> </ul>   |
|                       | Curate additional cuts of data                       | <ul style="list-style-type: none"> <li>Determine your pay strategy and put it into practice</li> <li>Utilise the compensation planning tools to identify the appropriate comparator group and data set</li> <li>Advise on blending data cuts to create a unique market blend for your organisation</li> </ul>   |
|                       | Craft a narrative and board report for pay practices | <ul style="list-style-type: none"> <li>Produce a comprehensive report that clearly articulates the methodology employed and presents the market data outputs and derived insights from the compensation planning tools</li> <li>Provide guidance on managing current pay challenges and making informed decisions about future pay practices, such as salary adjustments, pay compression, under/over market positioning, geographic and hybrid pay strategies</li> </ul> |
|                       | Support implementing a pay grading structure         | <ul style="list-style-type: none"> <li>Utilise the pay grading tool to advise on the creation of supporting pay policy or pay progression mechanics to enable movement within your pay ranges</li> <li>Advise on pay framework implementation, communication &amp; ongoing management</li> </ul>  |
| PAY EQUITY ANALYTICS  | Cleanse Data for Pay Equity Analytics                | <ul style="list-style-type: none"> <li>Conduct a thorough review and validation of your data to ensure it meets regulatory requirements</li> <li>Assess the suitability of your data for various types of analysis, considering factors such as the treatment of salary sacrifice, recognition, and additional payments</li> <li>Identify any gaps in your data and provide a detailed breakdown of areas requiring further attention to maintain compliance</li> </ul>   |
|                       | Interpret pay gap analysis                           | <ul style="list-style-type: none"> <li>Utilise the comply tool to understand your gender pay gap and what is causing any gaps</li> <li>Review and analyse trends so you can understand your progress over time</li> </ul>   |
|                       | Craft a narrative and board report for pay equity    | <ul style="list-style-type: none"> <li>Produce a report that clearly articulates the results of the analysis from the pay equity analytics tool, tailored to the specific needs of different stakeholder groups, interpreting the outcomes</li> </ul>   |
|                       | Support your Equal Pay Audit                         | <ul style="list-style-type: none"> <li>Utilise the pay equity analytics tool to help you understand your pay analysis results</li> <li>Develop strategies to address any underlying factors contributing to pay gaps</li> </ul>   |

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