

Pay Transparency Cheat Sheet

The questions employers will be asked and must be ready to answer.

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**It rarely starts as a complaint.
It starts as a conversation.**

“Help me understand how pay is decided here.”
“Is there a salary range for my role?”
“I’m trying to understand how my pay compares.”

Quiet questions.
Serious implications.

The question is not the problem, but how you answer can be.

“That’s the market rate”
“We have always paid that way”
“Salary is decided by your manager”

Weak answers.
Predictable Challenges.

Pay may be the trigger, but what really matters is job value.

The real test is whether you can defend your pay decisions based on job value.

Here is where job evaluation matters.

nQX Value is a structured job evaluation system, trusted since 2011, providing clear grading logic and defensible answers.

Pay transparency will test your structure.
nQX Value helps you build it.

As an employer, here is what you must have:

- ✓ Clear roles & job descriptions
- ✓ Job evaluation process
- ✓ Defined grade structure
 - ✓ Pay policy
- ✓ Documented, consistent application

Without structure, explanations will collapse.

It will no longer be enough to base decisions on opinion.

Pay decisions must be:

Objective
Consistent
Documented

When challenged, you will need proof not just words.