



NORÐURORKA

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## NO's Journey to Equal Pay Certification

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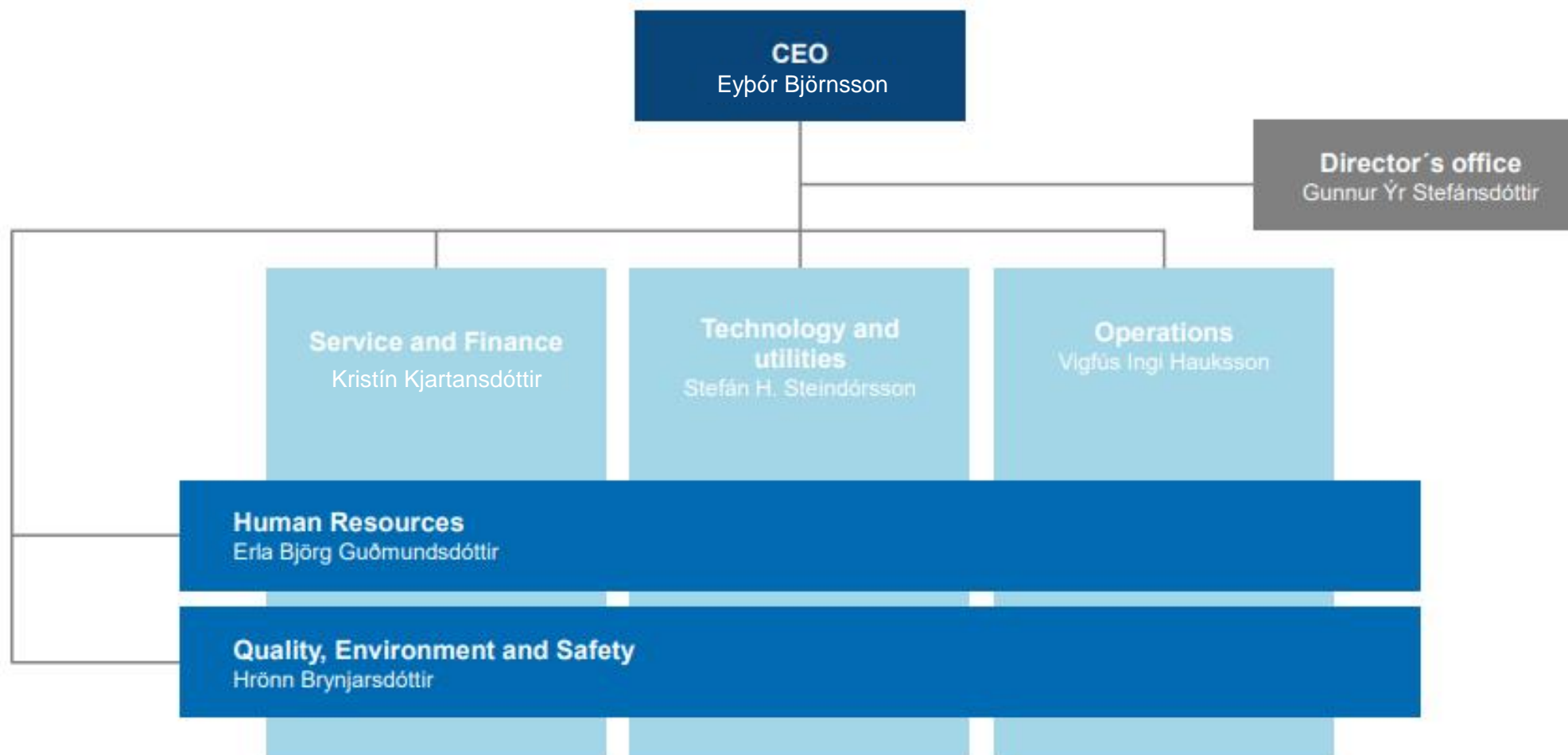
## Norðurorka Ltd.

Supplying, distributing and selling thermal energy and consumer water  
„Green energy“ from geothermal renewable water

Distributing electric energy  
„Green energy“ from the national grid from hydropower and geothermal plants

Operation of Sewage system





## Our People

Number of Employees

Employee Turnover



Service and  
Finance



Technology and  
Utilities



Operations

72

5,7%





Gender Ratio

**31% women**

**69% men**

Senior Management 50/50

Average Age

**49 years**

**9,4 years**

Average Tenure



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## Before the Journey

- Formed a team within NO (HRM, QM, Payroll officer)
- We wanted to do things on our own
  - Still not re-invent the wheel
- Signed a contract with Attentus Consultant
  - For seeking advice when faced with many options (below expectations)





## Our Journey

### Four Stages

- Strategy Making – Planning and Designing Processes and Procedures
- Job Assessment based on Job Descriptions
- Pay Analyses
- Collaboration with the Certification body and the Audit itself





# The Job Assessment

Main Criteria	%	Points
Competence	50,0%	500
Responsibility	25,0%	250
Communication	10,0%	100
Work Environment	10,0%	100
Physical Strain	5,0%	50
<b>Equals</b>	<b>100%</b>	<b>1.000</b>

Competence	%	Points
Formal Education	18,0%	180
Job Experience	10,0%	100
IT and Computer skills	8,0%	80
Foreign Languages	2,0%	20
Independence	8,0%	80
Initiative	4,0%	40
<b>Samtals (Competence)</b>	<b>50,0%</b>	<b>500</b>

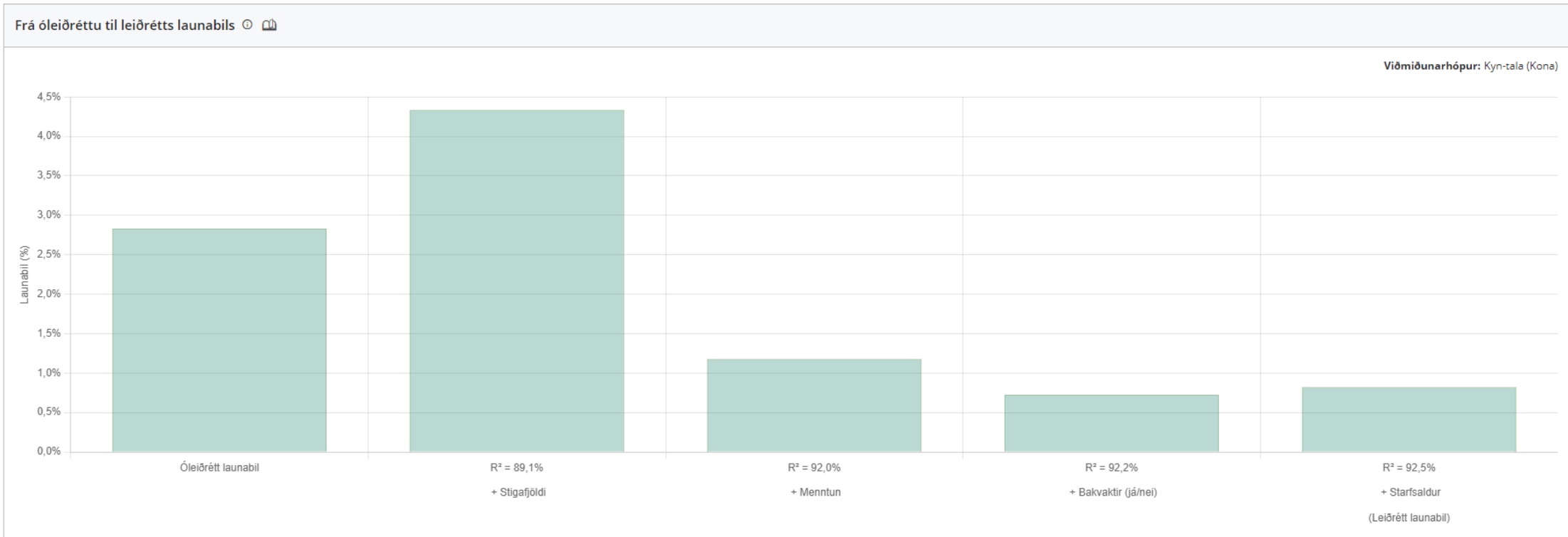
Main Criteria	Sub-Criteria	Definition	Level 1	Level 2	Level 3	Level 4	Level 5
Competence	Foreign Languages	The job requires understanding and knowledge to use a foreign language	The job requires, basic understanding and knowledge to use a foreign language. Not beyond what is considered basic language skills	The job requires, pretty good understanding and knowledge to use a foreign language.	The job requires good understanding and knowledge to use a foreign language.	The job requires very good understanding and knowledge to use a foreign language.	The job requires excellent understanding and knowledge to use a foreign language.



# Pay Analyses

NO teamed up with Pay Analytics

**PAYANALYTICS™**  
**World leading**  
**pay equity**  
**solution.**



## The Certification Body



**42**  
**Vottun**  
**stjórnunarkerfa**  
**ISO/IEC 17021-1**



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## Conclusion

### NO was doing well before

- Definitely a valuable Learning Process
- Enforced Discussion that otherwise may not have taken place
- Time-consuming, complicated and produces bureaucracy
- The results showed that the wage structure was fine before
- The whole process did not lead to big improvements being made





*Thank you*

