

APPENDIX M

WAVERLEY BOROUGH COUNCIL

EXECUTIVE - 2 FEBRUARY 2010

Title:

EQUAL PAY PROJECT UPDATE

[Portfolio Holder: Cllr Ms Denise Le Gal]

[Wards Affected: N/A]

Summary and purpose:

To provide an update on the work being undertaken as a result of the Equal Pay Audit undertaken by South East Employers.

How this report relates to the Council's Corporate Priorities:

This report supports the Council's value for money objective and also addresses legal requirements relating to equity in salaries for staff.

Equality and Diversity Implications:

The equality and diversity implications are detailed in the report.

Resource and legal implications:

Under the Equal Pay Act employers are required to ensure that staff are paid fairly regardless of their gender. In addition, in 2004, the NJC agreement set a timetable for all authorities to have completed and implemented equal pay reviews by 31 March 2007. The agreement was designed to take into account the findings of the Local Government Pay Commission, which argued that local government had an equal pay, rather than low pay problem. An Equal Pay Audit enables Waverley to establish the extent to which it has, or has not, made progress towards the implementation of equal pay.

Introduction

1. The audit showed no overt inequalities of treatment in Waverley between the genders. However, it raised some concerns about the operation of the job evaluation scheme, pay scales, pay protections and supplementary payments. The law requires that there must be commonality in the basic elements of the terms and conditions for all staff, e.g. pay scales, pay rates, and where an analytical job evaluation scheme is in use, it is applied consistently for all posts, etc.

Progressing the project

2.1 Job Evaluation (JE).

As reported to the Executive in September, the key to progressing the project was to decide upon the way forward with Job Evaluation (JE). The Executive agreed to continue to use the Council's existing Job Evaluation scheme, but to update it line with the latest version. This will mean that a small number of posts will be re-evaluated to take account of the physical effort involved in the role and the working environment, e.g. rangers, caretakers, restaurant staff, in addition to those posts currently awaiting evaluation for the first time.

JE Assessor training is taking place from January to March 2010 and as part of the training, real assessments will be undertaken so that any outstanding job evaluations are completed by the end of March 2010.

A Job Evaluation process document will be written by the Head of HR for approval by Corporate Management Team (CMT) in February.

2.2 Pay and grading structure

Research has commenced on the development of a new pay structure and pay policy. This is a complex area and needs to be carefully considered in the overall budget situation. Any changes to the pay structure will impact on existing staff and therefore time will be required for consultation with staffside.

The Equal pay audit recommended addressing the length of our grades and the areas of overlap. It is proposed that the new pay structure would be based on a spine point table with no over laps of grades. The Head of HR will report to CMT with costed proposals by the end of June 2010. The expectation is that any new pay structure would be effective from April 2011.

2.3 Salary protection

A revised policy on pay protection with a finite period of protection is being drafted and will be subject to discussion at CMT by the end of April 2010 and then consultation with staffside.

Recommendation

The Executive is asked to endorse the actions outlined above.

Background Papers

There are no background papers (as defined by Section 100D(5) of the Local Government Act 1972) relating to this report.

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