

Agenda Item

Executive Board

17 January 2007

KJ



New policies – Equal Pay and Job Evaluation

Summary

To support and maintain our job evaluation implementation beyond 1 April 2007, we are required to outline a framework, policy and procedure for future job evaluations.

Additionally, in order to demonstrate our continued commitment to Equal Pay, we are required to formalise this commitment into a policy which is widely understood and communicated to all staff.

Recommendation

That these policies are agreed.

a) Reasons for Recommendation

This will facilitate a clear direction for the job evaluation project post the initial implementation of the new grading structure on 1 April 2007.

b) Alternative Options

Not to introduce these policies.

c) Risk Considerations

Clear policies are essential to mitigating the risks associated with grievances and possible tribunals.

d) Policy and Budgetary Considerations

Any impact of the job evaluation project has already been dealt with.

1 Equal Pay Policy

1.1 This Policy outlines the Council's commitment to the principle of equal pay for all employees and to eliminating bias which may be identified in our pay systems. This will be regularly monitored through equal pay audits.

2 Job Evaluation Policy

2.1 This Policy outlines the procedure that will be implemented relating to job evaluations which take place after 1 April 2007. It highlights what process staff will need to follow should they wish to apply for a re-evaluation of their post.

2.2 The Policy also details a mechanism which managers can use to ensure that jobs are re-evaluated when workloads change or as a result of reorganisation.

Legal Implications

The policies are intended to translate legal obligations into organisational practices. No further observations are needed at this stage.

Financial Implications

The effects of the recent Job Evaluation exercise has been included within next year's draft estimates and a reserve is being recommended of £100,000 as a contingency for job evaluation appeals and any possible equal pay claims.

Consultation on Reports to the Executive

These policies have been agreed with SMT and UNISON.

Background Papers

- Equal Pay Policy
- Job Evaluation Policy

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