

COMMITTEE: ADMINISTRATION
DATE: 13TH JANUARY, 2003
SUBJECT: EMPLOYEE EQUAL PAY POLICY
REPORT BY: HEAD OF HUMAN RESOURCES
CONTACT OFFICER: A BUTTERY

IMPLICATIONS:

LEGAL	COMMUNITY SAFETY
EQUALITIES X	ENVIRONMENT
FINANCIAL	CONSULTATIONS
STAFFING X	OTHER

WARDS AFFECTED: NONE DIRECTLY

PURPOSE

1. To formally adopt a Policy Statement on Equal Pay covering all employees including those within Schools.

RECOMMENDATION

2. **Committee is recommended to adopt the attached Policy Statement on Equal Pay.**

BACKGROUND

3. The Council has, mainly through historical reasons, operated pay policies around the relevant terms and conditions of service of employees. Members will no doubt will be aware that there are separate conditions of service for the following groups of employees:-

Teachers
Soulbury (covering some educational staff)
Youth Workers
Building and Civil Engineering (B&CE) employees
Chief Officers and Chief Officer related posts
Green Book employees

4. In respect of Teachers, Soulbury employees and Youth Workers there are laid down national criteria for determining pay and gradings. B&CE Conditions of Service do set

some guidelines for pay but locally there is an agreement primarily based around a “piece work” arrangement that suits both the employees and employer. Chief Officer, Chief Officer related and Green book employees are covered by locally agreed Job Evaluation schemes, albeit different schemes are applied to the 2 groups.

REPORT

5. The Race Relations (Amendment) Act 2000 requires that the Council must demonstrate that its approach to pay and gradings are consistent, fair and equitable and as such should have in place a policy and procedures that effectively monitors this. Although the Council has generally felt that its approach to pay was consistent there was no policy in place or systems to monitor that. Accordingly, management and trade unions have considered these issues and at the Corporate Joint Negotiating and Consultative Committee meeting on 20th November 2002, recommended the attached Policy Statement and procedure to be adopted that covers not only pay but conditions of service generally.

PROPOSAL/OPTION

6. Administration Committee is therefore asked to adopt the attached Policy Statement at Appendix 1 that has been jointly agreed between management and the constituent trade unions.

APPENDIX

Appendix 1. Policy document on Equal Pay.

LIST OF BACKGROUND PAPERS

LOCAL GOVERNMENT ACT 1972, SECTION 100D

There are no background papers relating to this report.