

General Purposes Committee On 19 December 2005

Report title: Equal Pay & Conditions Review

Report of: Head of Personnel

1. Purpose

To outline progress in the Equal Pay & Conditions Review and outline how it is planned for the equal pay audit to inform the work to be done on the pay and grading review.

2. Recommendations

- a. Note progress on the Equal Pay & Conditions Review project
- b. Note that the Project Board and Member Working Group will work on developing pay systems and structures that take account of the findings of the equal pay audit.

Report authorised by:

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3. Access to information:

Local Government (Access to Information) Act 1985.

No documents that require to be listed were used in the preparation of this report.

4. Introduction

Members will recall that project plan for the Haringey Equal Pay & Conditions Review is broken down into four phases.

Phase 1 – Preparation. – Target end October/ November 2005

To include

- Planning
- Project approval
- Feasibility study – to identify potential changes to the pay of particular groups of staff and resultant impact on the pay and allowance structures.
- Equal value audit – to identify any pay gaps between women and men and provide information that can be used to help shape the pay and grading review and address the pay gaps

Phase 2 – Stakeholder engagement. – Target end April 2006

To include

- Consultation with management, members and workforce to identify proposals/ changes to pay and conditions
- Negotiations with trade unions to seek agreement
- Communications plan - communications and consultation will continue throughout the life of the project but it is anticipated that Phase 2 will consider the actual pay and conditions changes whilst subsequent phases will deal with the pay and conditions changes to be implemented.

Phase 3 – Implementation – Target end April 2007

To include

- New pay and allowance structures
- Evaluation timetable – to job evaluate jobs and assign grades under the new pay structures.
- Assimilation timetable – to assimilate staff onto the new pay structures taking account of any changes in grade or pay.

Phase 4 - Equal value review and audit – Target end October 2008

To be completed following implementation and bedding down of the new pay and allowance structures.

5. Project progress

Feasibility study - RAG assessment - Green

A sample of approx 160 jobs has been chosen for the data set, which represents approx 3200 staff - 45% of the workforce excluding teachers.

These jobs have been evaluated by independent assessors using the Greater London Provincial Council job evaluation scheme.

The job evaluation results will be fed into a spreadsheet and will allow for pay modelling and basic cost projections based on what new pay structures might be developed.

Pay modelling will be considered by the Project Board and Equal Pay Members Working Group.

It is important to note that pay forms only part of the employment package. There are a number of factors that contribute to making the employment package attractive, including leave, training, well being issues and development opportunities. When considering the employment package the project will also consider these elements together with pay to ensure the whole employment package is appropriate.

Equal Pay Audit - RAG assessment - Green

An equal pay review involves comparing the pay of women and men doing equal work, investigating the causes of any gender pay gaps and committing to an action plan to close any gaps that cannot be justified.

It is a requirement of meeting Equality Standard level 3 that an Equal Pay Audit is conducted. It is also a requirement of the NJC 2004 Pay Agreement that an Equal pay audit is undertaken to assess the impact and inform any new pay structures and pay-related allowances.

The data set used for the equal pay audit is based on only those staff employed with the council for the whole financial year 1 April 2004 to 31 March 2005.

The data set covers approx 4300 staff – 73% women and 27% men.

The findings of this audit will be fed into the Equal Pay and Grading Review. The pay and grading review will look at addressing the pay of manual and officer staff in line with the national pay agreement 2004 for Local Government Service workers. This requires authorities to complete local Pay Reviews by 31 March 2007.

The pay review will also seek to achieve a greater balance between the pay of men and women.

The findings of this pay audit will highlight the pay grades where significant differentials in pay exist between men and women. These will provide the focus of attention when the review of pay and grading is undertaken.

It should be noted that it will not be known whether the pay and grading review has achieved its aims of reducing pay differentials until another pay audit is completed following implementation of the pay review.

Project Meetings - RAG assessment - Green

Regular meetings have taken place with the trade unions over the past 10 months. These have been productive.

The project board and member group have each met on 3 occasions. Project progress and comprehension have been explored at these meetings. These groups are tasked with helping to realise new pay, conditions and allowance structures and policies based on information from the feasibility study and findings of the equal pay audit.

6. Legal Comments

The Head of Legal Services has been consulted on the content of this report and has no specific comment to make.

7. Finance comments

The Director of Finance has no comments.

8. Equalities implications

This review is designed to take account of equal value and meet employment legislation tests in equalities terms. By conducting an equal value review it will help the organisation towards attaining level 4 of the Equality Standard for local government.