

## EAST HERTS COUNCIL

### HUMAN RESOURCES COMMITTEE – 17 OCTOBER 2012

#### REPORT BY HEAD OF PEOPLE, ICT AND PROPERTY SERVICES

#### UPDATE ON 2011 EQUAL PAY AUDIT ACTIONS

WARD(S) AFFECTED:      NONE

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#### **Purpose/Summary of Report**

- To provide an update on the actions identified in the 2011 Equal Pay Audit

<b><u>RECOMMENDATIONS FOR HUMAN RESOURCES COMMITTEE: That:</u></b>	
(A)	The report be noted

#### 1.0 Background

- 1.1 An Equal Pay Audit (EqPA) was completed in November 2011. An Equal Pay Action Plan was approved by HR Committee on 11 January 2012 based on the recommendation made. This report details the progress made on each of these actions.

#### 2.0 Report

- 2.1 The table below shows each of the actions and an update on the progress of these actions to date.

Action	Update
Investigate whether it is appropriate to have posts with scores higher than the top bandings, and if not, research alternative solutions.	This was investigated as part of a review on the grading of Head of Service posts and above.  An independent pay review is currently being completed by Hays

	on senior pay at East Herts Council.
Arrange for HAY to run a refresher training course for trained Hays evaluators to ensure skills and knowledge are up to date and evaluators are assessing jobs correctly.	Completed April 2012.
Arrange for HAY to quality assure a selection of recent job evaluations and appeals to ensure that job evaluators are still assessing jobs correctly.	Completed April 2012. The job evaluations of several jobs were quality assured by a HAY trained evaluator as part of the refresher training course.
Research whether female employees are employed at lower grades due to personal choice and circumstances as opposed to any perceived discrimination on the part of East Herts Council. The staff survey may be used to check this as staff are asked their opinions on career progression at the Council. Some additional research may need to be undertaken if the staff survey does not produce the required results. Appropriate training on career progression will be arranged if deemed necessary.	The November 2011 staff survey showed that of those that responded, females were more satisfied with career progression at the Council than men. Therefore it is not recommended that any further research is undertaken.
Conduct an overtime review (these have been conducted annually for the past 2 years) with particular focus on access to overtime between men and women at the Council to check whether there are any unjustified discrepancies.	This is currently in progress.
Conduct EqPAs every 2 years in line with published guidance to ensure compliance with the Equality Act 2010.	An EqPA will next be completed in 2013.
To introduce a new HR IT system to enable pay data to be analysed in more detail in time for the next scheduled EqPA. In the interim period before a new system is introduced, HR will make arrangements to record information that was not available from the system for this EqPA, such as pay entry points.	A new HR & Payroll system will be considered as part of Shared Support Services.

2.2 A further update on actions will be brought to the HR Committee in March 2013.

3.0 Implications/Consultations

3.1 Information on any corporate issues and consultation associated with this report can be found within **Essential Reference Paper 'A'**.

Background Papers

None

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