

EAST HERTS COUNCIL

HUMAN RESOURCES COMMITTEE – 20 MARCH 2013

REPORT BY INTERIM HEAD OF PEOPLE AND PROPERTY SERVICES

UPDATE ON 2011 EQUAL PAY AUDIT ACTIONS

WARD(S) AFFECTED: NONE

Purpose/Summary of Report

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

RECOMMENDATION FOR HUMAN RESOURCES COMMITTEE: That:

(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 and shows that all actions have now been completed.

2.0 Report

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 the Senior Pay Review. The review was completed by HAY in January 2013 and did not recommend any changes to the grading structure.

<p>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.</p>	<p>Completed April 2012.</p>
<p>Arrange for HAY to quality assure a selection of recent job evaluations and appeals to ensure that job evaluators are still assessing jobs correctly.</p>	<p>Completed April 2012. The job evaluations of several jobs were quality assured by a HAY trained evaluator as part of the refresher training course.</p>
<p>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.</p>	<p>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.</p>
<p>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.</p>	<p>This has been completed in and is currently with Heads of Service for review. No unjustified discrepancies were found.</p>
<p>Conduct EqPAs every 2 years in line with published guidance to ensure compliance with the Equality Act 2010.</p>	<p>An EqPA will be completed again this year.</p>
<p>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.</p>	<p>A new HR & Payroll system is being introduced in April 2013.</p>

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

Contact Officer: Glenda Bennett – Interim Head of People and Property Services
01992 531 635
Glenda.bennett@eastherts.gov.uk

Report Author: Claire Kirby – HR Officer
01992 531 652
Claire.kirby@eastherts.gov.uk