

EAST HERTS COUNCIL

HUMAN RESOURCES COMMITTEE – 22 OCTOBER 2014

REPORT BY HEAD OF PEOPLE AND PROPERTY SERVICES

EQUAL PAY AUDIT

WARD(S) AFFECTED: NONE

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**Purpose/Summary of Report**

- To present the results of the 2014 Equal Pay Audit

<b><u>RECOMMENDATION FOR HUMAN RESOURCES COMMITTEE :</u></b>	
<b>That:</b>	
<b>(A)</b>	the results of the 2014 Equal Pay Audit and recommendations made be noted.

1.0 Background

1.1 The last Equal Pay Audit (EqPA) undertaken at the Council was in 2011.

1.2 The Equality and Human Rights Commission (EHRC) recommend that EqPAs are carried out every two years and the “Green Book” recommends they are done annually.

1.3 An Equal pay Audit was completed in September 2014.

1.4 Unison have been consulted on the results of the EqPA and agree with the proposed recommendations.

1.5 The recommendations were agreed by Corporate

Management Team (CMT) on 30 September 2014.

2.0 Report

2.1 **Essential Reference Paper 'B'** sets out a summary of the Equal Pay Audit completed in July 2014, together with recommendations. A copy of the full report is available upon request.

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

Equal Pay Audit July 2014 – Full report

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