

Gender Year 2 Progress Report  
Corporate Services

Division: Human Resources

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Gender Duty Year 2 Progress report	Service Level Actions taken during Year 2 of the Gender Scheme	Intended Outcomes of Actions	Positive Impacts of actions on Employees at all levels and potential applicants (includes all school staff)	Positive Impacts of actions on Service to benefit men and women and (girls and boys - pupils) etc
<ul style="list-style-type: none"> <li>• Promoting equality between men and women (girls and boys)</li> <li>• Eliminating unlawful discrimination</li> </ul>	<p>Single Status Job Evaluation Scheme Appeals process started during 2008.</p> <p>Pre-hearing sifting process completed November 2008.</p> <p>Re-evaluations from the pre-hearing sifting process scheduled for completion in May 2009.</p> <p>Appeals Hearings are underway.</p>	<ul style="list-style-type: none"> <li>• Remove inequality and deliver fair and equal pay by addressing any incorrect job evaluation outcomes previously communicated to employees covered by the Single Status agreement (i.e. former manual &amp; APTC employees).</li> <li>• Where appeals are successful and result in a higher grade any arrears due will be paid retrospectively from the date of implementation of Single Status, i.e. 01.08.07.</li> </ul>	<ul style="list-style-type: none"> <li>• Employees and potential applicants can have confidence in the Single Status pay and grading structure.</li> </ul>	<ul style="list-style-type: none"> <li>• Reflects positively on Perth &amp; Kinross Council as an employer, i.e. should aid recruitment &amp; retention of employees.</li> </ul>
	<p>Full equal pay audit carried out for 07/08 for employees covered by the Single Status agreement (i.e. former manual &amp; APTC employees). This covered the pay and grading structure including all relevant pay allowances.</p>	<ul style="list-style-type: none"> <li>• Identify reasons for any pay gaps within the Single Status pay and grading structure.</li> <li>• The differences can be explained for reasons other than gender, i.e. length of service, salary preservation and qualification bars.</li> <li>• Over the three year period to 2010 it is projected that the pay gaps within each grade will be within the EHRC guidelines.</li> </ul>		

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<ul style="list-style-type: none"> <li>Promoting equality between men and women (girls and boys)</li> <li>Eliminating unlawful discrimination</li> </ul>	Continue gender employment monitoring	<ul style="list-style-type: none"> <li>Identify trends and any causes for concern from the monitoring data.</li> <li>Take appropriate positive action if required.</li> </ul>	<ul style="list-style-type: none"> <li>Employees and potential applicants can have confidence in Perth and Kinross Council as an employer.</li> </ul>	<ul style="list-style-type: none"> <li>Reflects positively on Perth &amp; Kinross Council as an employer, i.e. should aid recruitment &amp; retention of employees.</li> </ul>
	Ongoing development of e-learning training packages (& paper based versions).	<ul style="list-style-type: none"> <li>Improve access to training and development for all employees, including part time female employees.</li> </ul>	<ul style="list-style-type: none"> <li>Trained and motivated employees.</li> </ul>	<ul style="list-style-type: none"> <li>Improved services to the public.</li> </ul>