

EQUAL PAY POLICY STATEMENT

Following the implementation of Single Status by Perth & Kinross Council on 1 August 2007, the Council has since carried out two Annual Equal Pay Audits on the pay and grading structure for Single Status.

Where a pay gap of more than 5% was identified, further assessment was carried out to identify the reasons why. In both audits, the reasons were attributed to the following reasons:

- Length of service with the Council
- Salary preservation, where an employee's new maximum pay was lower than their pre-Single Status salary
- Qualification bars, which have been removed under Single Status
- Payment of allowances (eg overtime)

No gender discrimination was found when assessing these four points.

A fifth reason was also identified: gender segregation where a post has traditionally been associated with either males or females. The implications of this will be looked at in the 2009/10 Single Status Equal Pay Audit.

Summary

The Office of National Statistics for the public sector highlighted the gender pay gap had narrowed when comparing average earning of all employees - both part time and full time from 22.0% in April 2008 to 21.0% in April 2009. This compares with 14.4% and 13.2% respectively within the Council and is generally reflective of a reduction of approximately 1% in pay gaps across each of the comparison groups audited.

The Council will continue to monitor and audit the Single Status pay and grading structure and report findings to the Strategic Equalities Group on an annual basis to ensure that pay equity is being addressed. For future audits it is intended to include other employee groups eg Chief Officers, Teachers and Craft Workers.

Conclusion

Overall the findings of the annual pay audits are positive and there is no evidence of gender discrimination within the Single Status pay and grading structure. Having identified pay gaps the differences can be explained for reasons other than gender as outlined above.

As such there is no intention to review the Single Status pay and grading structure for gender discrimination reasons. However, in the event of any future review, an equalities impact assessment will be carried out prior to any proposals being finalised.

Annual auditing of the Single Status pay and grading structure will continue. It is intended to extend future audits to include analysis of other points covered by the Equality Act 2010 and other employee groups.