

BRIDGEND COUNTY BOROUGH COUNCIL

CYNGOR BWRDEISTREF SIROL PEN-Y-BONT AR OGWR

REPORT TO EQUALITIES COMMITTEE

REPORT OF THE CORPORATE DIRECTOR – STRATEGIC CHANGE

12th January 2009

Report and Presentation on Equal Pay and Job Evaluation

1. Purpose

- 1.1 The purpose of this report is to provide the Equalities Committee with a position statement via a presentation on progress on the Council's Job Evaluation Project and on current equal pay issues.

2. Connection to Corporate Improvement Plan & other Corporate Priorities

- 2.1 This report has a cross cutting involvement in all Corporate Priorities and the overarching aim of the Authority for a more inclusive County Borough.

3. Background

- 3.1 The Job Evaluation Project is an organisational priority due to the potential risks likely to arise from equal value/equal pay claims should a pay and grading review not be completed.

4. Current status

- 4.1 A Job Evaluation Project Board has been established under the sponsorship of the Corporate Director, Strategic Change. The Board meet to discuss progress against the Project Plan on job evaluation and monitor equal pay issues. Formal reports are made to the Performance Management Board on a monthly basis.
- 4.2 An overview of progress on job evaluation and equal pay will be outlined in a presentation to the Equalities Committee on 12th January 2009 by the current Project Manager.

5. Effect on Policy Framework and Procedure Rules

- 5.1 The report supports the Human Resources Strategy.

6. Legal implications

- 6.1 There are significant legal implications should the Council not positively progress this Project. Completion of the Job Evaluation Project will ensure that on an equalities basis, the Council is meeting its legal obligations. Additionally, it will provide an appropriate legal defence to any potential claims brought against the Council under equal pay legislation.

7. Financial implications

- 7.1 The potential financial costs of failing to complete an appropriate Job Evaluation Project are significant. The Project needs to be progressed in order to safeguard the Council against the potential cost of future equal value/equal pay claims.

8. Recommendations

- 8.1 Equalities Committee are asked to note the current position statement as outlined in the accompanying presentation.

Tony Garthwaite
Corporate Director – Strategic Change
5th January 2009

9. Contact officer:

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Background papers and legislation:

None.