

Agenda Item No: **Report No:**
Report Title: **Equal Pay Audit Progress**
Report To: **Employment Committee** **Date:** **8 June 2009**
Ward(s) Affected: **All**
Report By: **Head of Business Services**
Contact Officer(s): **John Clark, Head of Business Services**

Purpose of Report:

To report progress on the Equal Pay Audit action plan.

Officers Recommendation(s):

- 1 To note the report.

Information

- 1 You considered the council's Equal Pay Audit in January 2006 and one of the actions identified was to receive an annual report after each financial year on the pay "gap" within the Council. The pay position for each year since April 2006 is as follows:

Average FTE salaries

Date	Female	Male	% Difference
1 April 2006	£20,583	£23,665	13.1%
1 April 2007	£20,672	£23,657	12.7%
1 April 2008	£22,317	£25,245	11.6%
1 April 2009	£22,496	£25,184	10.7%

So there is steady improvement in closing the gap. The main reason for the difference is the different distribution of males and females across the grades with comparatively higher numbers of males in the higher paid grades.

- 2 It has been three years since the last full audit was carried out and it should now be repeated. An updated equal pay audit and report will be brought to your next meeting.

Financial Appraisal

- 3 There are no new financial implications arising from this report.