

Agenda Item No: **Report No:**
Report Title: **Equal Pay Audit Progress**
Report To: **Employment Committee** **Date:** **7 June 2010**
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 The committee has monitored progress on closing the pay gap between male and female employees since the original Equal Pay Audit in January 2006. When the audit was repeated last year, you agreed to continue that process. 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%
1 April 2010	£22,794	£25,692	11.3%

- 2 For the first time since 2006, this year has seen a worsening of the position. The Council's pay policies have not changed so the reasons must be elsewhere. There has been no cost-of living award this year (none for last two years for CMT members) so the increase in the average salary can only have come about because of:

- Regradings following job evaluation assessments
- Movement through the grade i.e. annual increments

- Recruitment to higher starting salaries than the previous post holder or males replacing female leavers
- 3** During 2009/10 we recruited twice as many men as women and more men than women received annual increments. Revival of cost of living increases or a different pattern of recruitment in future will improve the male/female pay comparison in future.

Financial Appraisal

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