

REPORT TO: POLICY AND RESOURCES COMMITTEE - 24 SEPTEMBER 2007

REPORT ON: EQUAL PAY STATEMENT

REPORT BY: ASSISTANT CHIEF EXECUTIVE (MANAGEMENT)

REPORT NO: 464-2007

1 PURPOSE OF REPORT

- 1.1 The purpose of this report is to seek approval of the proposed Equal Pay Statement.

2 RECOMMENDATION

- 2.1 It is recommended that the Policy and Resources Committee approves the Equal Pay Statement attached as Appendix 1.

3 FINANCIAL IMPLICATIONS

- 3.1 None.

4 MAIN TEXT

- 4.1 The Equality Act 2006, which amended the Sex Discrimination Act 1975, set out general and specific duties for all public authorities.
- 4.2 The specific duties required the publication of the Council's Gender Equality Scheme by 29 June 2007, and the publication of an Equal Pay Statement by 28 September 2007.
- 4.3 The proposed Equal Pay Statement meets the requirements of the legislation.

5 POLICY IMPLICATIONS

- 5.1 This report has been screened for any policy implications in respect of Sustainability, Strategic Environmental Assessment, Anti-Poverty and Equality Impact Assessment. There are no major issues.

6 CONSULTATIONS

- 6.1 The Chief Executive, Depute Chief Executive (Support Services), Depute Chief Executive (Finance), Head of Finance and the trade unions have been consulted in the preparation of this report.

7 **BACKGROUND PAPERS**

7.1 None.

J C Petrie
Assistant Chief Executive (Management)

13 September 2007

DUNDEE CITY COUNCIL

EQUAL PAY POLICY

POLICY STATEMENT

Dundee City Council is an equal opportunities employer and recognises the need to achieve equality for all citizens and employees. The Council is committed to ensuring that all employees are treated equally irrespective of race, colour, ethnic or national origin, marital status, domestic circumstances, gender, sexuality or transsexualism, age, class, ethical or religious belief, basic skills, disability or trade union activity. Central to this commitment is the principle of equal pay for work of equal value.

With this in mind the Council will operate a pay system which is fair and transparent, and will work with the recognised trade unions to ensure that this commitment is met.

POLICY OBJECTIVES

The Council will:

- examine existing pay practices to ensure that unfair, unjust or unlawful practices are eliminated
- provide training and guidance for those involved in determining pay
- inform employees of how their grades are determined
- respond to grievances on equal pay as a priority
- carry out regular monitoring of pay and grading structure

REVIEW

Progress reports on the implementation of this policy and the results of monitoring will be published annually, as part of the arrangements for reporting on the Council's Race, Disability and Gender Equality Schemes.