

Employment Policy

Equal Pay Policy

Date approved by Board:	14 March 2005
Date approved by TCF:	21 March 2005
Review by date:	
Responsible Manager:	Director of Human Resources

Policy Statement

The Trust is committed to becoming an equal opportunities employer. It believes that all employees, irrespective of their gender, should receive pay (benefits) for work of equal value.

In order to achieve this aim the Trust will maintain a pay system that is transparent, based on objective criteria and is free from any bias.

Why does the Trust feel that this is important?

There are 2 main reasons:

- a moral argument (fairness/equal opportunities)
- a legal requirement

As a result of the Equal Pay Act (1970) employees, irrespective of their gender, have a legal right to be paid the same as a colleague where:

- they do the same work
- they do work rated as equivalent or
- they do work of equal value

The Trust has a predominantly female workforce and despite equal pay legislation women still receive much less than men in comparable roles. This policy puts in place a number of practical measures designed to ensure that you will be paid fairly without any bias.

What measures will the Trust put in place?

The Trust will be responsible for carrying out the following processes:

- continuous monitoring of all of its pay practices, to include an annual 'Equal Pay Audit' to be undertaken at the end of each financial year
- provide information on Trust pay arrangements to the 'Trust Consultative Forum'
- ensure that all employees are clear about how their own pay is calculated
- provide suitable training and guidance for those members of staff involved in decisions relating to pay and benefits
- consult with employees, their representatives or trade unions on the Trust's Equal Pay policy where appropriate

What should I do if I feel I am unfairly paid?

If you believe that you are unfairly paid you should initially raise this with your line manager as part of the Trust's Grievance Procedure. The Trust would need to demonstrate that any difference in pay (between yourself and the comparison group) was due to a 'genuine material factor', and that the factor was not due to a difference in sex.

Will this policy be reviewed?

This policy may be reviewed at the request of management or the recognised Trade Unions by giving 4 weeks notice of the request and the reason(s) for the review.