

Equality Impact Assessment Summary

Name of policy, function or service

Pay System

Purpose and aim(s) of the policy, function or service

The main aims of the pay system are to reward employees fairly for their contribution to the work of the Commission, and to ensure that we recruit and retain adequate numbers of appropriately trained and skilled employees.

Who will benefit mainly from this policy, function or service?

The system benefits all members of staff.

Information and Data (evidence) used

HR undertook a review of the existing pay & reward strategy in 2007/08. The review included analysis of data from the existing pay system, research into the pay arrangements offered by other employers, and consultation meetings with the Trade Unions and with senior managers around the country.

Summary of Impact

The analysis of data included an examination of the impact on under represented groups (principally females) and identified a number of gender pay differences. The proposals included a number of measures designed to reduce these differences.

Monitoring/Evaluation

Pay data is analysed on a cumulative basis throughout the year. An annual statistical exercise is undertaken on our behalf by Statistics Branch, in which a wide range of pay data is analysed for differences based on gender, age, etc. There is insufficient information to analyse pay data by the other strands of diversity. Any pay differences identified will be addressed via future pay awards.

Further Information