

**Equal pay programme – Job evaluation and pay and grading structure –
Progress noted – Instruction to Chief Executive and Executive Director of
Finance.**

3 With reference to the minutes of 17th August 2023 (Print 3, page 43) noting an update on progress made towards making payment to claimants in relation to equal pay, job evaluation and the implementation of the new pay and grading scheme, there was submitted a further report by the Chief Executive regarding the matter, advising

- (1) that this committee on 11th October 2018 (Print 4, page 325) had agreed to adopt the Scottish Joint Council (SJC) Job Evaluation Scheme, 3rd Edition as the basis of an evaluation of all job roles and the development of a new pay and grading scheme based on the evaluations;
- (2) that a Job Evaluation Operational Steering Group (OSG) had been established, comprising of Joint Trade Union representatives, Senior management from across the Council family and an Independent Technical Advisor who provided advice and guidance to the Council and the Trade Unions and it was estimated that it would take around 6 weeks for the OSG to review the benchmark information provided by the Job Evaluation team, as detailed in the report;
- (3) that the Pay and Grading Structure Team had commenced preparatory work, as detailed in the report, for the implementation of a new pay and grading structure which would replace all elements of the Workforce Pay and Benefits Review and would incorporate both core pay and non-core pay for all employees within the SJC grouping;
- (4) that a new target implementation date for the new pay and grading structure would take account of the imperative that the Council had robust new arrangements which would give it confidence that it was paying equally for work of equal value; and
- (5) of the next steps for the Equal Pay Programme Team.

After consideration, the committee

- (a) noted
 - (i) the report and the progress made with job evaluation; and
 - (ii) the progress made with the development of a new pay and grading structure and the ongoing consultation and engagement with Trade Unions; and
- (b) instructed the Chief Executive and the Executive Director of Finance to seek to develop and agree a new pay and grading structure based on the results of the job evaluation, in consultation with Trade Unions and report back to this committee the results of that process for approval prior to implementation.

