

**Equal Pay programme – Job evaluation and pay and grading structure –
Progress noted - Instruction to Chief Executive and Executive Director of
Financial Services.**

4 With reference to the minutes of 3rd October 2024 (Print 4, page 60) noting the progress made with job evaluation and instructing the Chief Executive and the Executive Director of Finance to seek to develop and agree a new pay and grading structure (PGS) 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, there was submitted a further report by the Chief Executive regarding the matter, advising

- (1) of the replacement of the Workforce Pay and Benefits Review (WPBR) with a new pay and grading structure;
- (2) that on 16th September 2025, the Job Evaluation Operational Steering Group (OSG) had concluded their review of the evaluation of the primary benchmark roles for over 19,000 (around 80%) employees of the workforce in scope and in parallel, the Equal Pay Team through collaborative working with the Job Evaluation OSG had finalised and commenced the matching process for primary benchmark job holders, as detailed in the report;
- (3) that it was through the implementation of a new PGS based on the output of the job evaluation exercise that officers were confident that the Council would be paying equally for equal work and following the final primary benchmarking information from the Job Evaluation OSG, test modelling work had commenced, as detailed in the report;
- (4) that the new pay and grading structure would replace all elements of the WPBR, incorporating both core pay and non-core pay for all employees within the SJC grouping, as detailed in the report;
- (5) of the timing of the implementation of a new PGS, as detailed in the report; and
- (6) of additional governance arrangements and, as part of the review of governance structures, the Equal Pay Political Oversight Group, Chaired by the Leader of the Council and attended by the Leaders of the other political groups, together with the Workforce Convener, would be re-established in the New Year and would sit alongside the Equal Pay Sub-group.

After consideration, the committee

- (a) noted the report and the progress made with the Equal Pay Programme; and
- (b) instructed the Chief Executive and the Executive Director of Financial Services to seek to develop and agree a new Pay and Grading Structure based on the results of Job Evaluation, in consultation with the Trade Unions and to submit to this committee a report on the results of that process for

approval prior to implementation, on the basis of phased implementation targeted for April 2027.