

Equal Pay Audit

March 2018



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The Authority is required to produce an Equal Pay Audit as at the 31st March each year to meet the specific duty in relation to annual reporting on Employment Information and Pay Differences and good practice as recommended by the European Human Right Commission (EHRC).

The Equal Pay Audit follows the approach recommended by the Equality and Human Rights Commission which has five main steps.

- Step 1 Decide scope of audit and identify data needed
- Step 2 Identify where protected groups are doing equal work
- Step 3 Collect pay data
- Step 4 Identify causes of pay gaps (if any)
- Step 5 Develop an action plan

The Equal Pay Act 1970 provides three definitions of equal work and how it can be assessed. These are:

- “Like work” (work that is the same or very similar)
- “Work rated as equivalent” (rated as equivalent under a job evaluation scheme)
- “Work of equal value” (when compared under headings such as effort and skill)

The Equal Pay Audits are produced to compare the pay of men and women across the Authority and to establish the age ranges of employees across the grade ranges. Pay gaps between men and women are broken down by individual grade as well as providing an overall pay gap for the Authority.

Overall the gender pay gap for the Authority has continued to reduce year on year from - 21.2% in favour of men prior to the introduction of single status to 17.5% in 2016-17.

It is likely to continue closing as a result of the Council committing to paying a Living Wage Supplement during 2018/2019. The Pay Gap for 2018/2019 will be published in the Equal Pay Audit at the end of that financial year.