



DEVON & SOMERSET FIRE & RESCUE AUTHORITY

REPORT REFERENCE NO.	HRMDC/13/3
MEETING	HUMAN RESOURCES MANAGEMENT & DEVELOPMENT COMMITTEE
DATE OF MEETING	26 JULY 2013
SUBJECT OF REPORT	EQUAL PAY AUDIT
LEAD OFFICER	DIRECTOR OF PEOPLE AND ORGANISATIONAL DEVELOPMENT
RECOMMENDATIONS	<i>That the report be noted.</i>
EXECUTIVE SUMMARY	<p>The Equality Act 2010 affords women (and men) a right to equal pay for equal work. This replaced previous legislation, including the Equal Pay Act 1970 and the Sex Discrimination Act 1975, and the equality provisions in the Pensions Act 1995. The Equality Act's provisions on equal pay and sex discrimination are intended to ensure that where women and men in the same organisation are doing equal work, they should receive the same rewards for it.</p> <p>The Equality Act created a new Public Sector Equality Duty, which states that we should give due regard to eliminating discrimination, advancing equality of opportunity and fostering good relations between people. We also have responsibilities to publish information annually to show how we are complying with this duty and to publish equality objectives at least every four years.</p> <p>A woman carrying out equal work in the same employment as a man (and <i>vice versa</i>) is entitled to equality in pay and other contractual terms, unless the employer can show that there is a material reason for the difference which does not discriminate on the basis of his or her sex.</p> <p>Pay is one of the key factors affecting motivation and relationships at work. It is therefore important to develop pay arrangements that are right for the organisation and that reward employees fairly. Although conducting an equal pay audit is not mandatory, it demonstrates that appropriate action is being taken to identify and eliminate gender pay discrimination and as such it is best practice to undertake the audit.</p>

	<p>Within the Service, we consider that men and women are paid equally for the work they do under the two nationally approved (and union agreed) systems and so the emphasis of the audit has been on an analysis of the number of people in various categories who are in particular salary grades.</p> <p>From the audit, DSFRS has developed an action plan to address a number of issues including the lack of numbers of women in uniformed roles and, particularly in senior roles within the Service.</p> <p>The Audit is attached to this report as an Appendix for reference.</p>
RESOURCE IMPLICATIONS	
EQUALITY RISK & BENEFITS ASSESSMENT	The report forms part of our work on Equalities reporting and action plans.
APPENDICES	Equal Pay Audit as at 31 March 2013
LIST OF BACKGROUND PAPERS	None