#### Corporate Outcomes:

- Our Economy is diverse and thriving
- People live active, healthier and independent lives

### **Business Outcomes**

 BO117: We encourage creativity and innovation to ensure our workforce is fit for the future

## Agreed Priorities (2018-2022 Corporate Plan):

- We are an employer of choice
- We ensure there are homes for all, we tackle poverty and build opportunity

This will be achieved by increasing the basic pay for employees currently receiving the Living Wage Supplement to lift out of the Living Wage zone.

In addition, Proposal C would also introduce changes which would modernise the current employment deal and have a positive impact on the wellbeing of the workforce.

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Date of sign off	22/05/2020				

An implementation plan will be drawn up by the project team should this be the preferred option. Implementation will be led by HR&OD, with input from service managers and JTUs as required.

# Section 2: Evidence used in the course of carrying out EqSEIA

The following consultation/engagement activities have been undertaken during the development of the proposals and informed the content of the final costed options report:

- Input from the Project Steering Group December 2018 September 2019. The steering group membership is drawn from service managers, HROD managers, strategic finance and TU officials.
- Professional input from an Independent Equalities consultant with specialist

knowledge of local authority pay and grading structures and conditions of employment.

- Professional input form HR&OD Managers and Strategic Finance
- Feedback from COSO session 14 June 19
- Feedback from presentation to Elected Members Seminar 17 June 2019
- Results from Employment Deal Survey which ran 3 28 June 2019.
- The survey was on line for networked employees and paper copies were posted to non-networked employees home addresses.
- Completion of the survey was promoted through newsflashes, cascade, team talks and a letter from

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Proposed pay andthese

The proposals will fulfil the council's commitment to implement the CoSLA and Joint Trades Union agreement to consolidate living wage by 2021.

It is anticipated that the gender pay gap will reduce.

The impact on individual services will vary depending on the type of service delivered, the predominant grades within the service, the allowances received by employees and use of casual workers.

There may be an increased demand for pool cars and confidential meeting rooms required to host Skype calls due to changes in business travel.

There may be pressure on the casual worker budget operated by services due to increase in rate of pay for casual workers in grades LGE3, 4 and 5

## Section 5: Monitoring and review



- Compare what is expected as per the independent equalities review with actual figures recorded three years after implementation.
- Compare the gender pay gap identified in the equal pay audit undertaken in 2018 with the gender pay gap identified in the next equal pay audit which is due to take place in 2022.