

TO: Policy and Resources Committee

FROM: Deputy Chief Executive Officer - Matthew Warren

PRESENTING OFFICER(S): Deputy Chief Executive Officer - Matthew Warren
01480 444500
matthew.warren@cambsfire.gov.uk

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EQUAL PAY AUDIT – UPDATE ON WORK TO PROGRESS ACTIONS

1. Purpose

- 1.1 The purpose of this report is to update the Policy and Resources Committee on the work being done to progress the recommendations made in the 2019 equal pay audit.

2. Recommendation

- 2.1 The Policy and Resources Committee is asked to note the contents of this report.

3. Risk Assessment

- 3.1 **Political** – there may be political risk in not properly implementing the recommendations from the equal pay audit, particularly given that our commitment to undertaking the audit is set out in the Integrated Risk Management Plan (IRMP) 2017 to 2020.
- 3.2 **Economic** – it is anticipated that there will be on-going costs associated with fully implementing the recommendations from the equal pay audit. It is intended to build these costs into the draft budget for the new financial year.
- 3.3 **Social** – implementing the recommendations from the equal pay audit will demonstrate to both current and prospective employees that the Authority is committed to ensuring equality, transparency and a feeling of fairness across the organisation. As well as directly contributing to our work to recruit and retain a more diverse workforce, research shows that this will also contribute to employee morale and engagement levels.
- 3.4 **Legal** – not pursuing the recommendations in the audit may place the Authority at risk of legal claims from employees that relate to equal pay issues.

4. Background

- 4.1 Members will recall a paper brought to the Policy and Resources Committee meeting in July 2019, providing information about the equal pay audit conducted in the earlier part of the year and the actions that were recommended within the audit report.
- 4.2 The most notable recommendation was to review the management band pay structure for professional support staff (those staff currently paid at grades MB1 to MB5).
- 4.3 Work on this has continued over the past few months; a specialist consultancy was commissioned to advise on the design and implementation of a new pay structure that would address the concerns raised in the equal pay audit report.
- 4.4 Work is currently being undertaken to finalise the details of a proposed new structure. This proposal will be brought for consideration and approval to the Policy and Resources Committee scheduled for January 2020 and subject to their approval, to the full Fire Authority in February 2020.
- 4.5 The proposed new structure is largely developed and full equality analysis is currently being undertaken to ensure that the proposal addresses the recommendations of the equal pay audit, as well as ensuring sustainability of the proposed new pay structure for the longer term.
- 4.6 If approval is given in January 2020 this should enable the proposed introduction date of April 2020 to be achieved, subject to the completion of consultation with representative bodies and/or affected employees.

BIBLIOGRAPHY

Source Documents	Location	Contact Officer
IRMP 2017-2020	Available online at https://www.cambsfire.gov.uk/media/2266/irmp-document-2.pdf Service HQ Hinchingsbrooke Cottage Brampton Road Huntingdon	Jon Anderson Assistant Chief Fire Officer 01480 444500 jon.anderson@cambsfire.gov.uk
Full report from Equal Pay Audit	Service HQ Hinchingsbrooke Cottage Brampton Road Huntingdon	Sam Smith Head of Human Resources 01480 444500 samantha.smith@cambsfire.gov.uk