

Appendix A - Summary of findings and recommendations for base pay analysis

Job evaluation

The JE scheme used by the Council and the method of operation should provide reliable and consistent job evaluation results

There are no recommendations concerning the current process for job evaluation.

Pay structure and pay progression

The Council operates one pay structure for all LGS employees. The grades are evenly constructed, there are less than six increments to a grade, and there is no grade overlap providing for a robust structure.

There are no recommendations concerning the current pay structure.

Base pay analysis by gender

The base pay analysis by gender and grade did not identify any significant differences between the average base pay for women and men within the pay Grades that could not be explained by the normal operation of a time-served incremental pay structure. There is one instance that requires further investigation.

There are no recommendations arising from this analysis.

Base pay analysis by age

The base pay analysis by age found several instances of differences in pay between different age groups. This is quite common in this type of analysis with, generally, younger employees being paid less than older employees. This is due to length of service – older employees have had more time to progress through a grade and as such are paid higher when using incremental progression. Apart from a few isolated instances that require further investigation there are no concerns with the pay structure based on age and such there are no recommendations.

Base pay analysis by Disability

The base pay analysis by disability no significant differences in pay between different. The only differences found were because jobs of different sizes have been placed into the same grade.

This happened with SOULADVIS, Senior & Principal Educational Psychologists and FE Tutors.

It is recommended that jobs are separated into different grades where appropriate. However, this is minor 'housekeeping' issue.

There are no concerns with the pay structure based on disability and such there are no recommendations.

Base pay analysis by Ethnicity

The base pay analysis by ethnicity status did not identify any significant differences that could not be explained by the normal operation of a time-served incremental pay structure. There are two instances that requires further investigation.

There are no recommendations arising from this analysis.

Base pay analysis by Marital & Civil Partnership

The base pay analysis by marital and civil partnership status did not identify any significant differences that could not be explained by the normal operation of a time-served incremental pay structure. There is one instance that requires further investigation.

There are no recommendations arising from this analysis.

Base pay analysis by Religion or Belief

The base pay analysis by religion or belief status did not identify any significant differences that could not be explained by the normal operation of a time-served incremental pay structure. There are a few instances that requires further investigation, where it appears employees were appointed above the grade minimum.

There are no recommendations arising from this analysis.