

# in Company Training services

## **Equal pay** **A one day course**

This course is aimed at professionals with a good working knowledge of the general principles of discrimination. It is designed to provide guidance on the current state of the law relating to equal pay with particular reference to current issues regarding major reorganisations in pay systems. It will consist of a series of PowerPoint presentations conducted in an open and participative style with discussion and debate encouraged throughout.

### **Welcome and Introduction**

Setting objectives for the day

### **The Equal Pay Framework**

Equal pay and international law  
The European dimension and Article 141  
The Equal Pay Act and the Sex Discrimination Act

### **Equal Work**

Like work  
Work rated as equivalent – job evaluations and the single status process  
Work of equal value

### **The Equality Clause**

Identifying comparators - predecessors and successors  
Operation of the equality clause  
Swings and roundabouts – clause by clause comparison or an overall view?

### **The Genuine Material Factor Defence**

Establishing the defence  
Is there a need to provide justification?  
The European view of justification

### **The GMF Defence – continued**

Market forces  
Seniority and length of service  
Productivity bonuses and additional payments  
Collective bargaining history  
Performance-related pay

### **Equal Pay Litigation**

- Employment Tribunal procedures
- Equal value and the independent expert
- Large-scale claims
- Time limits
- Remedies and back-pay

### **Key strategic issues for public sector employers**

- The role of trade unions in pay reform – the Stefan Cross effect
- Equal Pay audits – the legal downside
- Implementing changes in pay systems