



Derby City Council

PERSONNEL COMMITTEE

16 June 2016

ITEM 7

Report of the Director of Governance and
Monitoring Officer

Pay and Review Equalities Impact Assessment (EIA) Update

SUMMARY

1.1 This report provides the Committee with an update on the Pay and Reward EIA and includes the following documents:

- Appendix 2: Summary presentation on the most recent (May 2016) EIA

RECOMMENDATION

2.1 To note the contents of this report and the Appendices.

REASONS FOR RECOMMENDATION

3.1 The Report gives details on:

- Summary presentation on the most recent (May 2016) EIA

3.2 To ensure Personnel Committee is aware of the EIA and understands recent external comment on aspects of the EIA.

SUPPORTING INFORMATION

4.1 A summary presentation on the most recent (May 2016) EIA is included as Appendix 2.

OTHER OPTIONS CONSIDERED

5.1 None.

This report has been approved by the following officers:

Legal officer
Financial officer
Human Resources officer

Janie Berry, Director of Governance and Monitoring Officer
David Cox, Head of HR/Team Leader, Pay and Reward Project

Classification: OFFICIAL-SENSITIVE

Estates/Property officer Service Director(s) Other(s)	
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For more information contact: Background papers: List of appendices:	David Cox 01332 642577 david.cox@derby.gov.uk None Appendix 1: Implications Appendix 2: Summary presentation on the most recent (May 2016) EIA
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IMPLICATIONS

Financial and Value for Money

- 1.1 The EIA is a legal requirement and was completed in-house to reduce external spend

Legal

- 2.1 We are required to ensure a legally compliant pay and grading structure.

Personnel

- 3.1 Implementing Pay and Reward will ensure a fair and robust pay structure is implemented.

IT

- 4.1 N/A

Equalities Impact

- 5.1 We are required to deliver a robust equality proof, pay and reward structure and this cannot be achieved without the completion of the job evaluation project.

Health and Safety

- 6.1 N/A

Environmental Sustainability

- 7.1 N/A

Property and Asset Management

- 8.1 N/A

Risk Management

- 9.1 There are potential risks in not completing the project in a timely and robust manner.

Corporate objectives and priorities for change

- 10.1 A skilled and motivated workforce