

Aberdeen City Council

Equal Pay Policy Statement

Aberdeen City Council is fully committed to maintaining equal pay and rewarding employees fairly for the work they do irrespective of their gender, age, ethnic origin, disability or any other protected characteristic. In order to show that we are achieving that aim we will carry out an Equal Pay Audit annually and share the outcome of those audits with the relevant trades unions.

Our objective on equal pay is to achieve and maintain pay equality within the Aberdeen City Council workforce.

In the event that the Equal Pay Audit highlights pay inequality we commit to investigate any issues and take action to close any pay gap where that is appropriate and compliant with National Agreements. We will continue to operate the agreed job evaluation schemes for the staff concerned. We will also continue to develop and enhance flexible working opportunities for our employees.

We will review carefully any nationally proposed initiatives relating to pay and reserve the right not to implement initiatives (other than pay awards) which would have the effect of distorting the equilibrium of the locally agreed pay and grading structure leading to pay inequality.

The Chief Officer – Organisational Development is responsible for the implementation of this policy.