

EQUAL PAY POLICY

POLICY STATEMENT

Tayside Contracts is an equal opportunities employer and recognises the need to achieve equality for all employees. Tayside Contracts is committed to ensuring that all employees are treated equally irrespective of race, colour, ethnic or national origin, marital status, domestic circumstances, gender, sexuality or transsexualism, age, class, ethical or religious belief, basic skills, disability or trade union activity.

Central to this commitment is the principle of equal pay for work of equal value.

With this in mind Tayside Contracts will operate a pay system which is fair and transparent, and will work with the recognised trade unions to ensure that this commitment is met.

POLICY OBJECTIVES

Tayside Contracts will:

- examine existing pay practices to ensure that unfair, unjust or unlawful practices are eliminated
- provide training and guidance for those involved in determining pay
- inform employees of how their grades are determined
- respond to grievances on equal pay as a priority
- carry out regular monitoring of pay and grading structure

POLICY REVIEW

Progress reports on the implementation of this policy and the results of monitoring will be published annually, as part of the arrangements for reporting on Tayside Contracts' Single Equality Scheme.

RELATED POLICIES

The Equal Pay Policy links to the following policies which can be accessed on the Intranet, or requested from your line manager or from the HR Admin Team:

- Bullying and Harassment Policy
- Equality & Diversity Policy

Should you have any queries or require further clarification regarding any aspects of this policy or related policies please contact, HR Services on 01382 812721 or employment.policies@tayside-contracts.co.uk