



IRIS

Gender Equality Schemes and Equal Pay – Can you afford not to act?



Reforming pay structures can be a daunting prospect. However, those organisations that have successfully equality proofed their pay systems have reaped enormous benefits in terms of employee morale and attracting new talent.

By April 2007 all public authorities are required to develop and publish a policy on their equal pay arrangements as part of their gender equality schemes. In addition local government employers have a deadline of 31 March 2007 to complete and implement equal pay reviews.

IRIS Consulting have designed this timely workshop, featuring Tess Gill as keynote speaker offering practical advice and guidance on the main challenges facing employers as well as the most effective solutions available to them.

The workshop will explore the principles of designing pay and grading structures. It will consider the factors that constrain choices, including the legal imperatives of equal pay for work of equal value and avoiding discrimination on age, gender, race and disability.

The Gender Equality Duty comes into force in April 2007. All public authorities must demonstrate that they are promoting equality for women and men and that they are eliminating sexual discrimination and harassment.

■ THIS IS NOT JUST ANOTHER SEMINAR ■

ATTENDEES WILL RECEIVE:

- **Expert advice on the latest legal situation from a top employment lawyer**
- **A step-by-step tool kit on creating a pay strategy that meets the requirements of equal pay legislation**
- **A free half-day health check for your organisation**
- **The opportunity to share best practice, problems and solutions with other organisations and pay & reward experts from across the public sector**
- **Guidance on how to incorporate competency related pay and the new equality standards into your pay bands**
- **Advice on maintaining an equality-proofed pay scheme**

TESS GILL is a barrister specialising in employment law, in particular equal pay and discrimination and has appeared in several leading equal pay cases as well as being a member of the Equal Pay Taskforce. She recently represented Bernadette Cadman in her case against the H&SE.



**“Gender Equality Schemes and Equal Pay – Can you afford not to act?”
will take place on 8 March 2007 at The UWC club in London.**

Cost: £295 + VAT

(including all materials, lunch & refreshments as well as the opportunity for a **free half-day health check for your organisation**)

Places are limited

Please contact Barbara Roberts for more information or to reserve your place.

IRIS Consulting:

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“Gender Equality Schemes and Equal Pay – Can you afford not to act?”

Programme

March 8 2007

Keynote speaker (Tess Gill)

Equal Pay – A Legislative minefield!

Questions & Answers

Implications of the latest state of play

- Cadman vs. H&SE
- Bainbridge vs. Redcar & Cleveland
- Allan vs. GMB

Discussion Forum

Tess Gill - Legal expert

Geoff Lewtas – The Union Perspective

Frances Kilvington – Equal Pay Expert



Lunch

Workshop Groups

- Step by step guide to carrying out an equal pay audit
- Gender Equality Schemes & the implications for Pay Systems
- Is Job Evaluation the only option for securing equality in pay systems?

Case study

The benefits of getting it right!

Avoiding unnecessary pitfalls

Taking forward the Health Checks!

All attendees will have the opportunity for a free half-day health check for their organisation.