



Shetland Islands Council's Equal Pay Statement

Shetland Islands Council is committed to the principle of equal pay for all our employees. We aim to eliminate any sex bias in our pay systems.

We understand that the equal pay between men and women is a legal right under both domestic and European law.

It is in the interest of the Council to ensure that we have a fair and just pay systems. It is important that employees have confidence in the process of eliminating sex bias and we are therefore committed to working in partnership with the recognised trade unions. As good business practice we are committed to working with trade unions to take action to ensure that we provide equal pay.

We believe that in eliminating sex bias in our pay system we are sending a positive message to our employees and service users. It makes good sense to have a fair, transparent reward system and it helps us to control costs. We recognise that avoiding unfair discrimination will improve morale and enhance efficiency.

The Council's Objectives are to:

- Eliminate any unfair, unjust or unlawful practices that impact on pay, and
- Take appropriate remedial action.

The Council will:

- Implement a revised pay structure for employees covered by the Scottish Joint Council for Local Government Employees conditions of service that ensures equal pay for work of equal value
- Apply the agreed job sizing arrangements for the grades and pay of Teachers
- Plan and implement actions through consultation with employees and with trade unions
- Provide training and guidance for those involved in Job Evaluation and Job Sizing
- Inform employees of how these practices work and how their own pay is determined
- Respond to grievances on equal pay
- In conjunction with trade unions monitor pay statistics annually through annual benchmarking exercises and manpower watch
- Review progress every three years through the Gender Equality Scheme.