

**Equality and Human Rights Impact Assessment (EqHRIA)**

**Summary of Results**

### Policy/Practice Name:

Pay Procedure

### Owning Department:

People and Development

### Date EqHRIA Completed:

07/03/2023

### Purpose of Policy/Practice:

This document provides an overview of how pay is determined, managed, paid, and communicated. It outlines the processes to access temporary responsibility payments, market supplements and job evaluation.

Version 2.00 replaces the job evaluation procedures put in place to support the introduction of a single pay and grading structure in 2019. The new arrangements give staff a mechanism to request revaluation of their role.

### Summary of Analysis / Decisions:

**What the assessment found, and actions already taken.**

The procedure continues to provide an agile framework within which pay can be allocated to meet the resourcing scenarios faced by the organisation. While there is evidence to show the negotiated terms have not been applied in all cases, scrutiny and oversight is being applied by the Joint National Consultative Committee. Concerns that selection processes may create inequality do not appear to be supported but the application of Market Supplements uniquely applies to white, Scottish, heterosexual men of particular age.

### Summary of Mitigation Actions:

**What the assessment found, and actions already taken.**

If your assessment identified any actions required to mitigate impact, provide details of what actions were identified and how these will be monitored or reviewed.

* Oversight of key elements of pay is provided through the Joint National Consultative Committee