

University of Aberdeen

Equal Pay Review

Background

The Framework Agreement Steering Group that was established by the University to oversee the implementation of the Framework Agreement for the Modernisation of Pay of Pay Structures agreed as part of the Project Plan that an Equal Pay Review of the University's new grading structure would be undertaken once the new University of Aberdeen Grading Structure was agreed and implemented at Aberdeen. The new Grading Structure and related assimilation rules were agreed with the recognised campus Trade Unions in the summer of 2006 and the new Grading Structure was implemented on 1 August 2006.

The University's agreed grading structure is shown at **Figure 1**. The Grading structure is attached to the 51-point National Pay Spine which has been extended locally at Aberdeen to 54 points by agreement with the recognised campus Trade Unions. It should be noted that as part of the implementation of the new pay and grading structure the University developed new grades that would allow it to address issues of low pay amongst certain groups of staff and to raise the starting salaries in areas where there were recruitment and retention difficulties. The new grade structure was broadly based on the commended model that was included in Appendix 'C' of the Framework Agreement but it was significantly modified from a 10 grade to a 9 grade structure at Aberdeen. It should also be noted that the Grade 9 scale is a minimum salary scale for roles evaluated at this level and there will be staff who have been evaluated at this level who receive personal salaries in excess of the grade maximum.

Equal Pay Review

Following the implementation of the new pay and grading structure, in accordance with the agreed implementation schedule, arrangements were made to conduct an Equal Pay Review. An extract of data was taken from the HR Database on 19 October 2006 for equal pay review purposes and analysis work began on this data.

The Framework Agreement Steering Group established a short-life Working Group to take forward the Review. The Group had the following remit:

- To agree the scope of the review
- To agree the process to be used in conducting the Review
- To oversee the Review process
- To consider and analyse the data and identify any pay gaps
- To recommend remedial action where necessary

The membership of the Equal Pay Working Group was as follows:

Deputy Director of Human Resources	Mr Dave Cumming
HR Officer (Clerk)	Miss Gillian Tierney
Representative from Financial Planning	Mr Alex Stirling
Equal Opportunities Officer	Ms Marian Larson
Representative from AMICUS	Mrs Evelyn Argo
Representative from TGWU	Mrs Lesley Lawrie
Representative from UCU	Dr Louise Bourdua
Representative from UNISON	Mrs Sheena Grant

The Working Group agreed that in the first instance the analysis of data should be restricted to gender to identify any gender related pay gaps that may exist within the new pay and grading structure that was developed and implemented on 1 August 2006. The Working Group also agreed that any pay gap of 5% or more would require further investigation.

Equal Pay Statement

The Working Group agreed an Equal Pay Statement to include an Action Plan, see **appendix 1**.

Summary of Data Analysis

The initial analysis of the data by gender and grade is detailed in **Table 1**. It can be seen from this Table that of the 9 new grades only 2 have gender pay gaps of 5% or more, these are Grades 2 and 4. Further analysis of the data was required to try to identify why these gaps might exist. **Table 2** provides further data in relation to the breakdown by gender and grade and for Grades 2 and 4 it provides an analysis of the number of female and male staff in each of the grade who are on normal grade points, contribution points and the first point on the grade.

Review of Grade 2

The Grade 2 data shows that of the 52 male employees on this grade 43 are on the first point on scale. This is a result of the University's desire to address low pay amongst certain groups of staff which led to a significantly revised grading structure at the lower end of the pay scales which delivered higher starting salaries. At the same time, as part of the harmonisation of terms and conditions of employment and the reduction in working hours for the former manual workers, the role requirements for some staff were modified to increase flexibility. These changes contributed to the evaluated outcomes for certain staff within the lower grades.

These changes also affected 43 female staff but proportionately it has had a slightly lesser effect as there were already 52 secretarial and technical staff who evaluated at these levels. These secretarial and technical staff have a number of years service in the previous incremental grade structure which has meant that they were in receipt of higher salaries prior to the assimilation to the new grade structure. As most of the staff in receipt of higher salaries prior to assimilation to the new grade structure are female the average salary for female staff in this grade is higher than the male staff. This difference will reduce over the coming years as the staff who have been recently assimilated to the minimum point on scale receive annual increments. **No further action to rectify this pay gap is required.**

Review of Grade 4

The gender pay gap in Grade 4 in favour of the male staff can be attributed to two factors significantly longer period of service for the male staff within this grade when compared to the female staff and a higher proportion of staff who have either been recently appointed to the grade or have assimilated to the first point on the grade following the evaluation of their roles. The average length of service of male staff is 14.2 years and for female staff it is 8.8 years. As the previous salary scales were incremental scales a higher proportion of male staff are placed higher up the grade because of their length of service. **No further action to rectify this pay gap is required.**

Gender by Grade Level

There is an imbalance in the gender profile across the University's grades (see table below). There is a significantly higher proportion of female staff employed in Grades 1 to 5 than male staff. Grades 6 and 7 are broadly similar with a slightly higher percentage of female than male and Grades 8 and 9 show a significantly higher proportion of male staff. This is a profile that is reflected across many organisations within the UK. **The working group will need to make recommendations as to how this imbalance might be addressed.**

Staff Category/ Grade	Female	Male	%age	%age
	No.	No.	Female	Male
ALL STAFF				
Grade 1	213	56	79.2%	20.8%
Grade 2	95	52	64.6%	35.4%
Grade 3	264	107	71.2%	28.8%
Grade 4	140	55	71.8%	28.2%
Grade 5	252	93	73.0%	27.0%
Grade 6	310	251	55.3%	44.7%
Grade 7	250	233	51.8%	48.2%
Grade 8	96	207	31.7%	68.3%
Grade 9	7	27	20.6%	79.4%
Grade 9 off	32	133	19.4%	80.6%

UNIVERSITY OF ABERDEEN

EQUAL PAY STATEMENT

The University of Aberdeen is committed to a comprehensive policy on Equality and Diversity for all staff. Staff will be selected and treated on the basis of their merits only. The University will apply its Equality and Diversity Policy to all areas of employment including promotion opportunities, evaluation of jobs, grading and training and development opportunities.

We at the University understand that equal pay between men and women is a legal right under both domestic and European law. We recognise that it is our duty to promote race and disability equality and equality between men and women. This duty and requirement extends to the provision of equal pay for work of equal value.

We believe it is in the University's best interest and in accordance with good practice that pay is awarded fairly and equitably. It is then understood that in order to achieve equal pay for employees doing equal work we should operate a pay system that is transparent and based on objective criteria free from bias on the grounds of sex, race or disability.

Actions

In order to put our commitment to equal pay into practice we will:

- Examine our existing and future pay practices for all our employees including part-time workers, those on fixed-term contracts or contracts of unspecified duration, those on term-time only or hourly-paid contracts and those who are absent on periods of paid or unpaid leave for whatever reason.
- Carry out regular monitoring of the impact of our practices and report at least every three years
- Inform employees of how these practices work and how their own pay is arrived at
- Provide training and guidance to managers and supervisory staff involved in decisions about pay and benefits
- Discuss and agree our equal pay policy with representatives of the recognised campus trade unions.
- Keep under consideration the expansion of our monitoring to include the other equality strands

We intend through the above action to avoid unfair discrimination, to reward fairly the skills, experience and potential of all our staff and thereby to increase efficiency, productivity and competitiveness and enhance the University's reputation and image.

Spinal Pt.	From 1 August 2006	Aberdeen University Grade Structure from 1 August 2006	
1	£11,613		
2	£11,946	Grade 1	
3	£12,288		
4	£12,588		
5	£12,952		
6	£13,327		Grade 2
7	£13,659		
8	£14,056		
9	£14,467		
10	£14,902		
11	£15,349	Grade 3	
12	£15,809		
13	£16,283		
14	£16,772		
15	£17,275		
16	£17,793		
17	£18,327		Grade 4
18	£18,877		
19	£19,443		
20	£20,048		
21	£20,627		
22	£21,247		
23	£21,884		
24	£22,540	Grade 5	
25	£23,217		
26	£23,913		
27	£24,630		
28	£25,369		
29	£26,130		
30	£26,915		Grade 6
31	£27,721		
32	£28,554		
33	£29,409		
34	£30,293		
35	£31,201		
36	£32,137		
37	£33,101	Grade 7	
38	£34,115		
39	£35,117		
40	£36,170		
41	£37,256		
42	£38,373		
43	£39,525		
44	£40,711		Grade 8
45	£41,932		
46	£43,190		
47	£44,485		
48	£45,820		
49	£47,194		
50	£48,611	Grade 9	
51	£50,069		
52 Local	£51,572		
53 Local	£53,118		
54 Local	£54,712		

KEY	
	Grade Point
SDC 06/07-41	
	Contribution Pt.



Staff Category/ Grade	Female				Male				Pay Gap %
	No.	Average Basic Fte Salary	Average Allowances	Average Earnings	No.	Average Basic Fte Salary	Average Allowances	Average Earnings	
ALL STAFF									
Grade 1	213	£11,995	£0.00	£11,995	56	£12,193	£0.00	£12,193	2%
Grade 2	95	£14,389	£0.00	£14,389	52	£13,513	£0.00	£13,513	-6%
Grade 3	264	£16,854	£0.00	£16,854	107	£17,162	£0.00	£17,162	2%
Grade 4	140	£19,457	£0.00	£19,457	55	£20,522	£0.00	£20,522	5%
Grade 5	252	£23,776	£0.00	£23,776	93	£23,725	£0.00	£23,725	0%
Grade 6	310	£29,135	£0.00	£29,135	251	£29,283	£0.00	£29,283	1%
Grade 7	250	£37,606	£0.00	£37,606	233	£37,754	£0.00	£37,754	0%
Grade 8	96	£46,175	£0.00	£46,175	207	£46,916	£0.00	£46,916	2%
Grade 9	7	£51,838	£0.00	£51,838	27	£52,692	£0.00	£52,692	2%
Grade 9 off	32	£74,889	£0.00	£74,889	133	£75,717	£0.00	£75,717	1%

A negative pay gap means that female staff are on average paid more than male staff whereas a positive pay gap means that male staff are on average paid more than female staff.

Grade 9 off refers to those staff who have been evaluated at the Grade 9 level but who are in receipt of salaries in excess of Spinal Point 54 which is the maximum spinal point on the grading structure.

Staff Category/ Grade	Pay Gap	Average Service		Grade Pt.	Cont Pt.	F on Cont	Grade Pt.	Cont Pt.	M on Cont	First Pt. on Scale				Number of P/T staff			
	%age	F	M	F	F	%age	M	M	%age	F	%age	M	%age	F	%age	M	%age
New Grades																	
Grade 1	2%	7.7	2.8											193	90.6%	43	76.8%
Grade 2	-6%	4.1	4.2	66.0	29.0	30.5%	48.0	4.0	7.7%	43	45.3%	43	82.7%	63	66.3%	23	44.2%
Grade 3	2%	6.7	6.6											99	37.5%	10	9.3%
Grade 4	5%	8.8	14.2	135.0	5.0	3.6%	48.0	7.0	12.7%	46	32.9%	7	12.7%	41	29.3%	2	3.6%
Grade 5	0%	8.2	8.1											83	32.9%	16	17.2%
Grade 6	1%	6.2	5.1											98	31.6%	31	12.4%
Grade 7	0%	8.1	10.0											71	28.4%	23	9.9%
Grade 8	2%	12.3	14.0											16	16.7%	22	10.6%
Grade 9	2%	15.8	13.6											1	14.3%	3	11.1%
Grade 9 off	1%	13.1	12.7											6	18.8%	17	12.8%

A negative pay gap means that female staff are on average paid more than male staff whereas a positive pay gap means that male staff are on average paid more than female staff.

Grade 9 off refers to those staff who have been evaluated at the Grade 9 level but who are in receipt of salaries in excess of Spinal Point 54 which is the maximum spinal point on the grading structure.