

Diversity impact assessment

TITLE changes to the medpay salary scales
DATE 19 May 2023
LEAD OFFICER. Nicola Trainor
<p>1 Summary description of the proposed change What is the change to policy / service / new project that is being proposed? How does it compare with the current situation?</p> <p>Proposed improvements to the MedPay salary pay range to ensure the council attracts, recruits and retains an effective workforce.</p> <p>Introduction of a new Range 8 in the pay scale which would support structure design, career progression and competitiveness in the market.</p> <p>Introduction of spot points and a £500 pay gap at the bottom of the pay ranges. The spot points are linked to the A, B & C levels within the new career progression frameworks and will ensure equity in pay progression through the range based on competency.</p>
<p>2 Summary of evidence used to support this assessment Eg: Feedback from consultation, performance information, service user. Eg: Comparison of service user profile with Medway Community Profile</p> <p>Learning taken from the phase 1 pilot of the MedPay review. External salary benchmark data identifies that we are below market rate for some of the roles within the 10% pilot and expect this will be evident across the remainder of the organisation as the review progresses.</p> <p>Feedback from the annual staff survey 2022 that included lack of progression within the pay range and feeling that the pay differential between ranges didn't recognise the change in responsibilities and/or level of competence for roles and made promotion unattractive as little or no reward. Staff want to be able to progress in role as they become more experienced in the role and not all staff want to be promoted.</p> <p>Evidence of inconsistent practice and application of pay awards currently, for example, spot salaries outside of the current pay ranges, and in year pay increases which are not allowed for with the current MedPay scheme.</p> <p>Gender pay gap report 2022.</p> <p>Workforce data.</p>

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3 What is the likely impact of the proposed change?

Is it likely to:

Adversely impact on one or more of the protected characteristic groups

Advance equality of opportunity for one or more of the protected characteristic groups

Foster good relations between people who share a protected characteristic and those who don't

(insert Yes when there is an impact or No when there isn't)

Protected characteristic groups (Equality Act 2010)	Adverse impact	Advance equality	Foster good relations
Age	No	No	Yes
Disability	No	No	Yes
Gender reassignment	No	No	Yes
Marriage/civil partnership	No	No	Yes
Pregnancy/maternity	No	No	Yes
Race	No	Yes	Yes
Religion/belief	No	No	Yes
Sex	No	Yes	Yes
Sexual orientation	No	No	Yes
Other (eg low income groups)	No	Yes	yes

4 Summary of the likely impacts

Who will be affected?

How will they be affected?

Our workforce data shows that the percentage of posts filled by female employees decreases as pay the pay range increases, females are more likely to work in part time roles and the average hourly rate for part time workers is less than the average hourly rate for full time workers. The introduction of spot points should improve consistency and equity in the hourly rate of all workers, and this coupled with the ability to progress through the range may improve the gender pay gap. The increase in the service manager salary minimum may also improve the number of females in higher pay range posts. The lower end of the current service manager salary results in an impact to child benefit and

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pushes employees into the higher tax bracket so significant financial consequences. At service manager level the council's flexi scheme no longer applies and therefore more paid childcare may be required with that cost having to be met by the employee.

The data also shows that white British is the largest ethnic group amongst employees but it also one of the lowest earning groups. The proposal, like for sex should improve consistency in the earning rate of all workers.

5 What actions can be taken to mitigate likely adverse impacts, improve equality of opportunity or foster good relations?

What alternative ways can the Council provide the service?

Are there alternative providers?

Can demand for services be managed differently?

n/a

6 Action plan

Actions to mitigate adverse impact, improve equality of opportunity or foster good relations and/or obtain new evidence

Action	Lead	Deadline or review date

7 Recommendation

The recommendation by the lead officer should be stated below. This may be: to proceed with the change, implementing the Action Plan if appropriate, consider alternatives, gather further evidence

If the recommendation is to proceed with the change and there are no actions that can be taken to mitigate likely adverse impact, it is important to state why.

Proceed with the proposed changes to the salary scale

8 Authorisation

The authorising officer is consenting that the recommendation can be implemented, sufficient evidence has been obtained and appropriate mitigation is planned, the Action Plan will be incorporated into the relevant Service Plan and monitored

Assistant Director

Phil Watts

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Date of authorisation