

Diversity impact assessment

TITLE
Phase 1 Implementation of MedPay Review
DATE
11/01/2024
LEAD OFFICER.
Nicola Smith, HR Business Partner (Projects)
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>The Council embarked on a review of the MedPay scheme, with a new enhanced pay approach being designed to attract and retain staff.</p> <p>New career progression frameworks have been implemented within 11 areas of operations (teams or roles) with clear demonstrable criteria for progression through the range.</p> <p>The aim is to achieve greater pay consistency across Medway Council and provide clear routes for career progression and career pathways, enabling staff to develop and move through the pay band.</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>People data held within Resourcelink (Council's HR/Payroll system)</p> <p>This DIA uses information from data held within Resourcelink, the Council's HR/Payroll system.</p> <p>By January, 12 areas of operations affecting 218 people (excluding leavers) were implemented during Phase 1.</p> <p>The teams/roles included in this assessment are:</p> <p>Audit and Fraud, South Thames Gateway Building Control Partnership, Community Trading Standards and Enforcement Officers in Regulatory Services, Digital Team, Environmental Health Officers, Highway Engineers, Social Workers in Adults Social Care, Occupational Therapist in Adults Social Care, Occupational Therapist in Children's Services (0-25), the Youth Offending Team, Family Solutions and Lawyers and paralegals.</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	Yes	Yes
Disability	No	Yes	Yes
Gender reassignment	No	Not Monitored	Not Monitored
Marriage/civil partnership	No	Not Monitored	Not Monitored
Pregnancy/maternity	No	Yes	Yes
Race	No	Yes	Yes
Religion/belief	No	Yes	Yes
Sex	No	Yes	Yes
Sexual orientation	No	Yes	Yes
Other (eg low-income groups)	No	Yes	Yes

4. Summary of the likely impacts

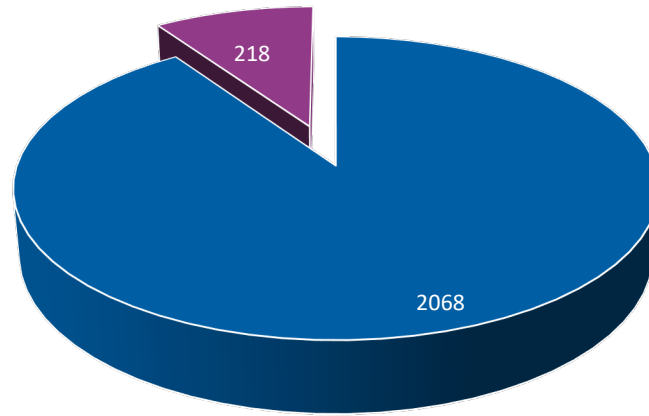
Who will be affected?

How will they be affected?

Overall 12 Teams and 218 people (excluding leavers) were implemented during the Phase 1. Two teams were moved to Phase 2 (Surveyors in the Valuation & Asset Management Team and Planners).

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Realisation of Medpay Review: Performance, Progression and Pay



- Remains Headcount in Medway council (excluding casuals) 01/01/2024
- Headcount implemented during Phase 1 (excluding casuals) 01/01/2024

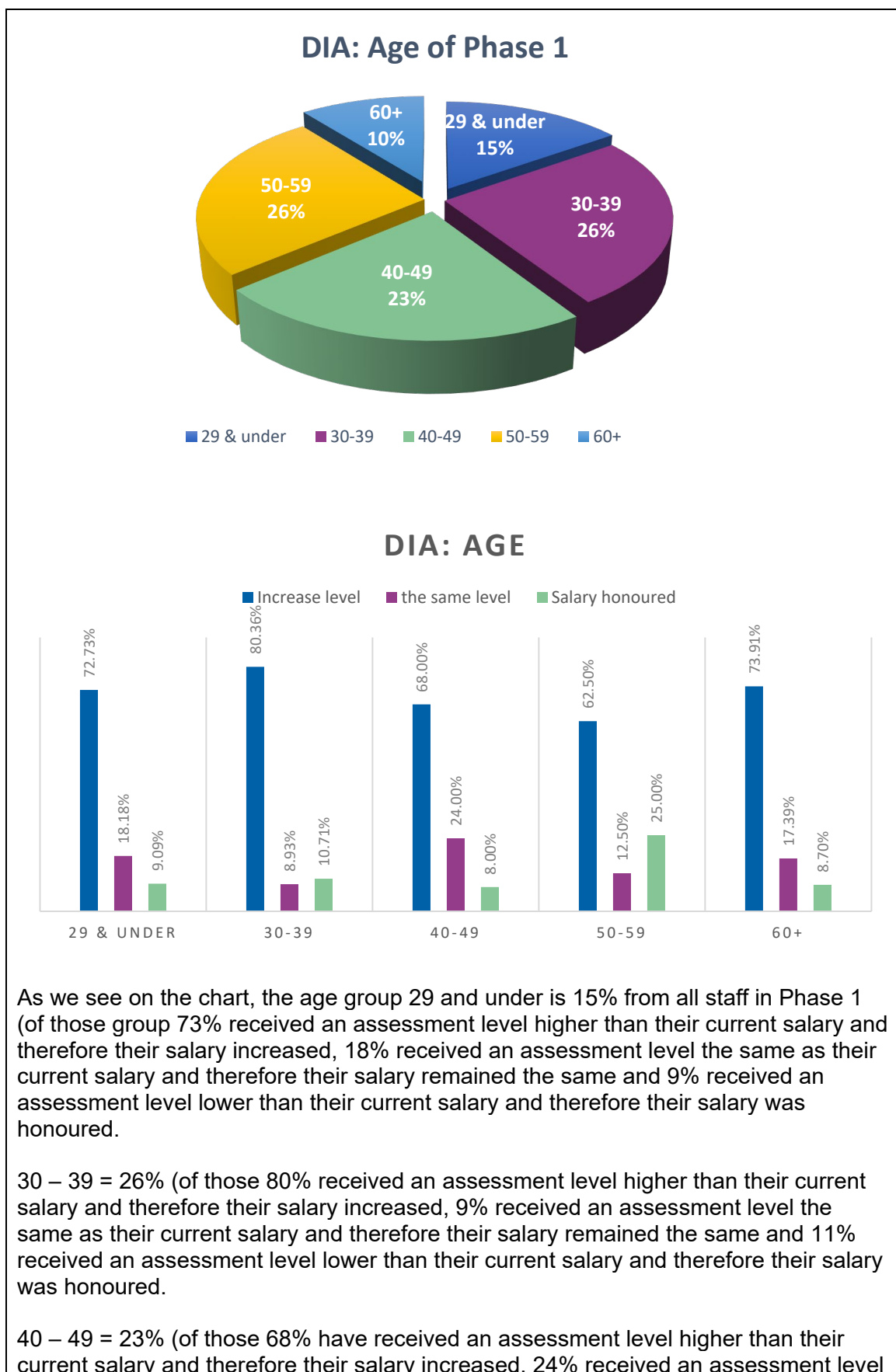
Age

The latest workforce monitoring information for the Council (excluding casuals) shows:

- 29 and under = 16 %
- 30 – 39 = 21 %
- 40 – 49 = 24 %
- 50 – 59 = 25 %
- 60 and over = 14 %

The age breakdown of the staff within Phase 1 are:

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the same as their current salary and therefore their salary remained the same and 8% received an assessment level lower than their current salary and therefore their salary was honoured.

50 – 59 = 26% (of those 62% have received an assessment level higher than their current salary and therefore their salary increased, 13% received an assessment level the same as their current salary and therefore their salary remained the same and 25% received an assessment level lower than their current salary and therefore their salary was honoured.

60 and over = 10% (of those 74% received an assessment level higher than their current salary and therefore their salary has increased, 17% received an assessment level the same as their current salary and therefore their salary remained the same and 9% received an assessment level lower than their current salary and therefore their salary was honoured.

There is no negative impact on any age group, however, there is a positive impact in that the higher percentage of staff in every age bracket received an assessment level higher than their current salary and their salary increased.

It should be noted however that there is the highest percentage of people in age groups 50-59 who have had their salaries honoured (25% compared to the average of 12.3% across all groups). This may be due to more rigour being applied within the career progression frameworks to ensure that pay progression is based on skills and knowledge rather than length of service, as there is likely to be a correlation between age, pay and length of service with staff over 50.

In phase 2 age disparities will need to be monitored carefully to ensure there is no unintentional disadvantage to older staff.

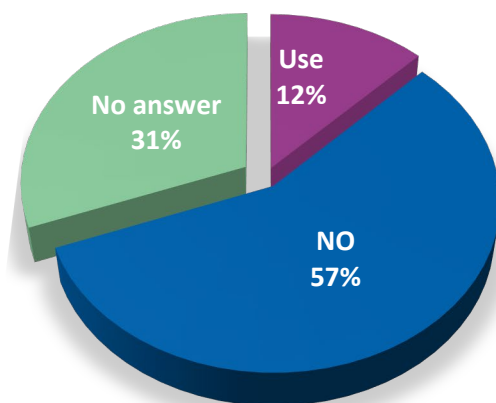
Disability

The latest workforce monitoring information for the Council shows that 6% of Council staff declared themselves as disabled.

12% of the staff within Phase 1 declared themselves as disabled (31% of employees have failed to declare their status).

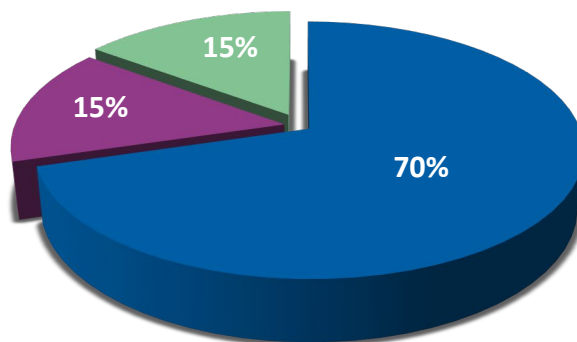
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DIA: Disability flag



Of those employees who declared themselves as disabled, 70% received an assessment level higher than their current salary and therefore their salary has increased, 15% have received an assessment level the same as their current salary and therefore their salary remained the same and 15% received an assessment level lower than their current salary and therefore their salary was honoured.

Staff, who use disability flag



■ increase level ■ the same level ■ salary honoured

There is a positive impact on disabled staff with the majority receiving increases in pay.

Gender re-assignment

The Council does not currently retain specific data on the transgender or trans sexuality of employees so cannot undertake any analysis.

Marriage / Civil Partnership

The Council does not currently retain specific data on the Marriage / Civil Partnership of employees so cannot undertake any analysis.

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Pregnancy / maternity

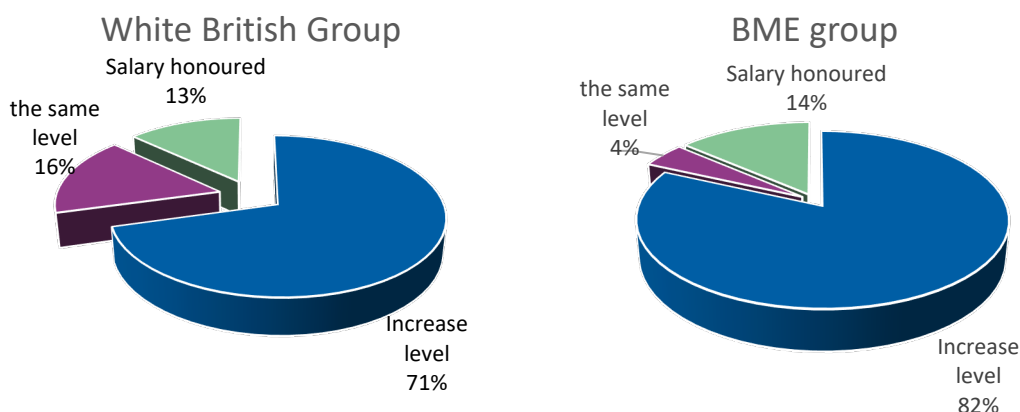
The latest workforce monitoring information for the Council shows that 1.4% of Council staff are on Pregnancy or Maternity leave.

2% of the staff within Phase 1 declared as on Pregnancy or Maternity leave. Of those 2%, 100% received an assessment level higher than their current salary and therefore their salary increased.

There is a positive impact on staff who are on Pregnancy/Maternity leave with all of them receiving increases in pay.

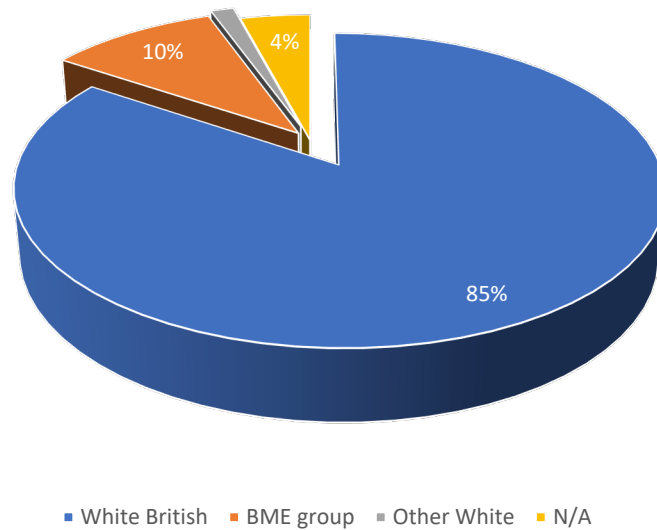
Race

The latest workforce monitoring information for the Council shows that 14% of Council staff are from a BME group. The following charts enable comparison of the BME results with the results for White British and shows a higher percentage of those within the BME group received an increase in pay.



10% of the staff within Phase 1 were from a BME group. 4% of employees have failed to declare their status.

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Of the 10%, 82% received an assessment level higher than their current salary and therefore their salary increased, 4% received an assessment level the same as their current salary and therefore their salary remained the same and 14% received an assessment level lower than their current salary and therefore their salary was honoured.

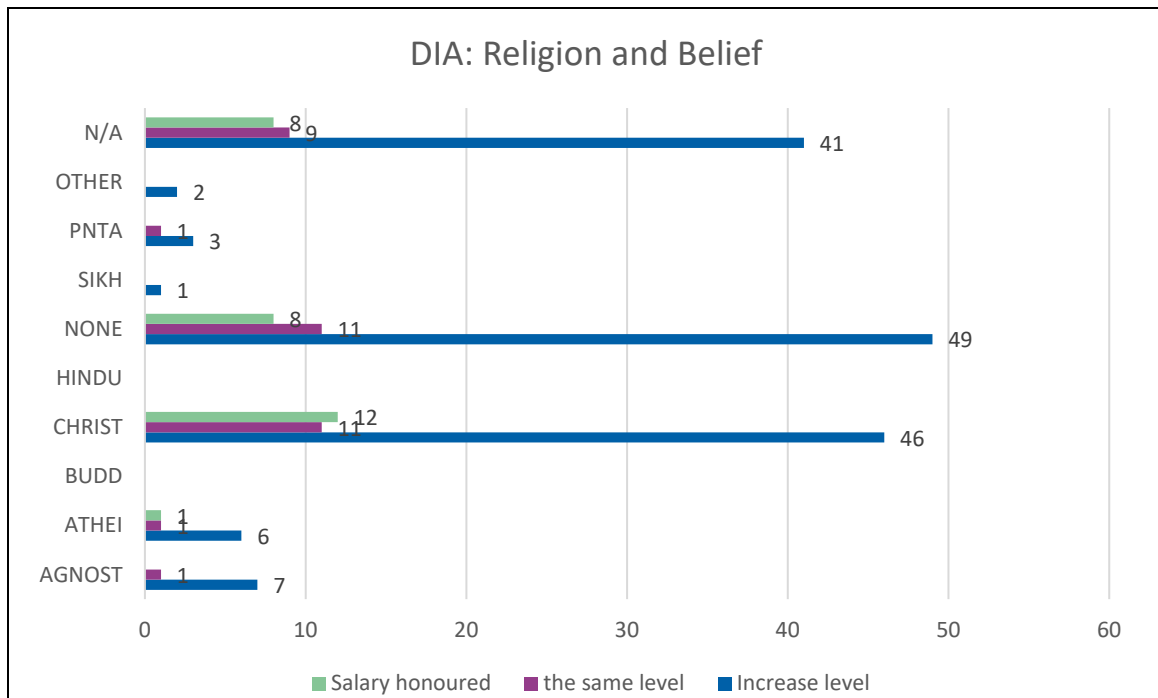
There was a positive impact on minority ethnic staff with the majority receiving increases in pay, however salary honouring increased from 8% in October 2023 to 14% for BME groups and this will need closer monitoring for further fluctuation in Phase 2.

Religion or belief

The latest workforce monitoring information for the Council shows that 36% of Council staff declared themselves as having a religion or belief.

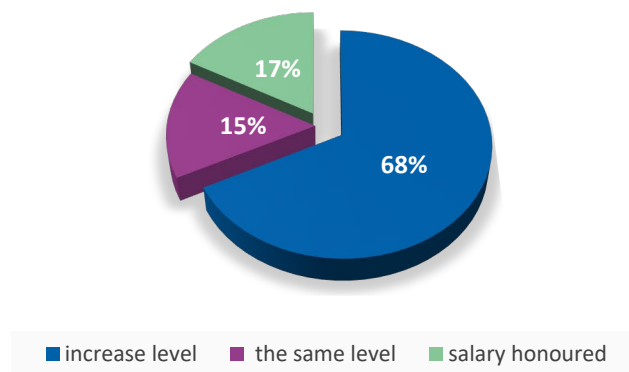
33% of the staff within Phase 1 declared themselves as having a religion or belief.

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The percentage likely to be impacted upon is higher. However, a significant percentage of the workforce (28%) had not completed this section of the monitoring form.

Assessment level of staff, who declared religion and belief



Of the 33% who disclosed their religion and belief, 68% received an assessment level higher than their current salary and therefore their salary increased, 15% received an assessment level the same as their current salary and therefore their salary remained the same and 17% received an assessment level lower than their current salary and therefore their salary was honoured.

Of those employees who disclosed their religion or belief, there was a positive impact with the majority receiving increases in pay.

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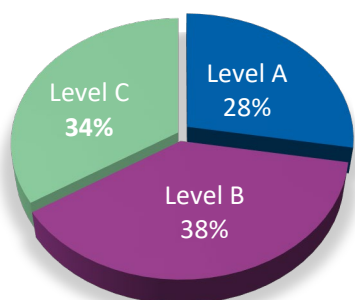
Gender

The latest workforce monitoring information for the Council shows that 74% of Council staff are women.

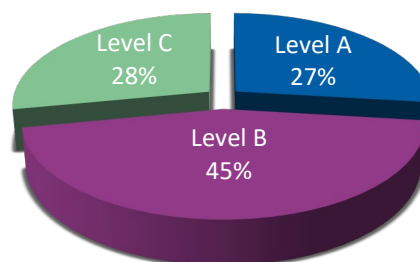
78% of the staff within Phase 1 were women, 22% of the staff were men.

Therefore, there was more impact on female staff. However, we can see from the analysis that a higher percentage of males were evaluated on level C when compared to the distribution amongst females.

Male

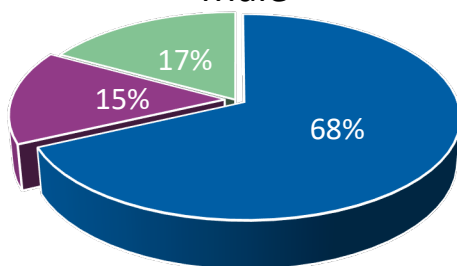


Female

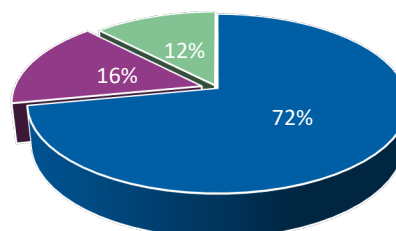


However, as a result of implementation, the higher percentage of females (72%) had an increased level of pay in comparison with the percentage distribution for males (68%); and a lower percentage of females (12%) had their salary honoured in comparison with males (17%).

Male



Female



■ increase level ■ the same level ■ salary honoured

Of the 78% of females, 72% received an assessment level higher than their current salary and therefore their salary increased, 16% received an assessment level the same as their current salary and therefore their salary remained the same and 12% received an assessment level lower than their current salary and therefore their salary was honoured.

Of the 22% of males, 68% received an assessment level higher than their current salary and therefore their salary increased, 15% received an assessment level the same as their current salary and therefore their salary remained the same and 17%

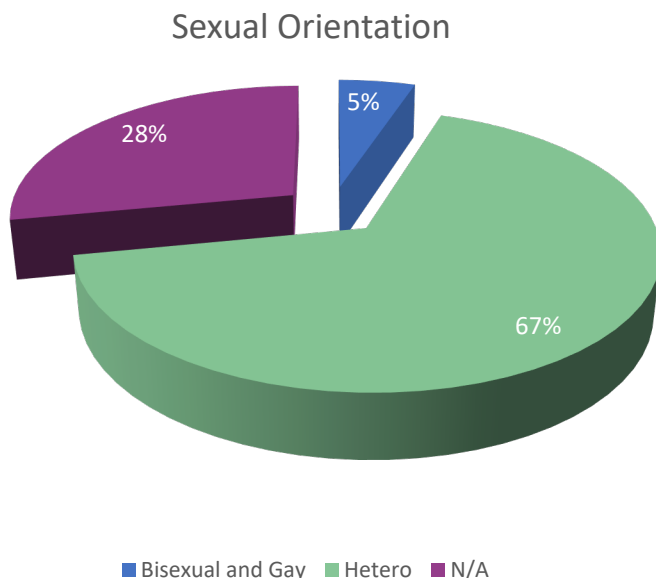
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received an assessment level lower than their current salary and therefore their salary was honoured.

There was a slightly more positive impact on female staff with 72% of the group receiving an increase compared to 68% of male group. It is also worth noting that a higher percentage of men than women had their salaries honoured (i.e. 17% compared to 12% of women). This will need monitoring through Phase 2.

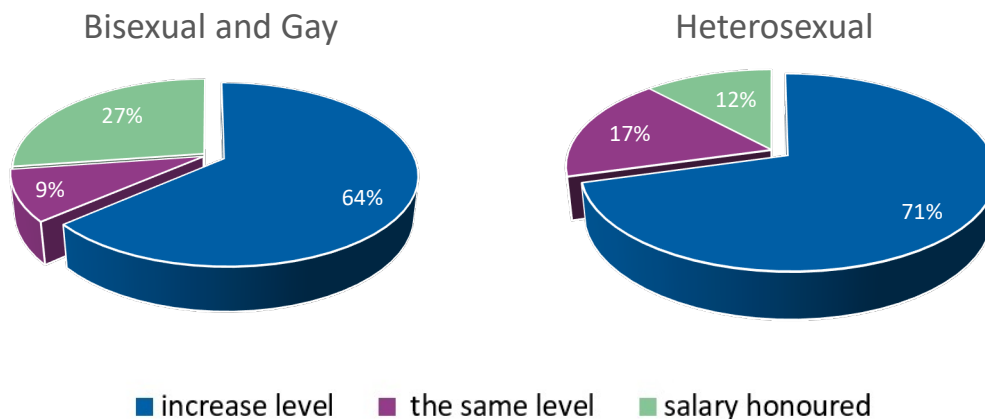
Sexual Orientation

The latest workforce monitoring information for the Council shows that 3% of Council staff have declared themselves as gay or bisexual.



5% of the staff within Phase 1 had declared themselves as gay or bisexual whilst 60 employees, (28%,) failed to declare their status.

Of the 5%, 64% received an assessment level higher than their current salary and therefore their salary increased, 9% received an assessment level the same as their current salary and therefore their salary remained the same and 27% received an assessment level lower than their current salary and therefore their salary was honoured.



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The percentage likely to be impacted upon was higher. However, a significant percentage of the workforce (28%) had not completed this section of the monitoring form and the sample group was small.

Of the 28%, 72% received an assessment level higher as their current salary and therefore their salary has increased, 13% have received an assessment level the same as their current salary and therefore their salary has remained the same and 15% have received an assessment level lower than their current salary and therefore their salary has been honoured.

Of the employees who have disclosed their sexual orientation, there was a positive impact with the majority receiving increases in pay, although there was a higher percentage of this group who have had their salaries honoured (27%) and this will need close monitoring in Phase 2.

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?

Not applicable

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
Have engaged with all staff regarding the Career grade Frameworks	Service Managers/ Project Co-Ordinators	Ongoing through phase 2

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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.

In phase 2 disparities will continue to be monitored carefully to ensure there is no unintentional disadvantage particularly to older staff where it has been identified in phase 1 that there is a higher percentage of people over 60 with salary honouring and to those who have disclosed their sexual orientation which is showing 20% have had their salaries honoured.

General findings are:

- that there has been an overall positive impact to all groups of employees identified and therefore the recommendation is to proceed with MedPay Performance, Progression and Pay,
- and
- the frameworks have been applied fairly in phase 1.

Therefore the recommendation is to proceed with the MedPay Review roll out across Phase 2 although the DIA will be monitored on an ongoing basis both for individual teams and aggregated across teams and a Quality Assurance process will need to be consistently applied throughout Phase 2.

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

Date of authorisation