

1. Equal Pay Audit 2011

Bucks New University implemented the Pay Framework Agreement for all posts across the organisation in April 2008. A new grade structure, derived from a new non discriminatory job evaluation scheme (HERA), plus harmonised terms and conditions was negotiated and agreed with the recognised trade unions.

As part of the agreement, Bucks New University was committed to undertake an Equal Pay review following the implementation of the agreement and now every two years thereafter. The review has now been undertaken following the guidelines of good practice by the Joint Negotiating Committee for Higher Education Staff.

2. Scope

The primary purpose of an Equal Pay Review is to establish any pay gaps between groups of employees and to ensure there is no underlying bias in the grading structure. An Equal Pay Review involves comparing the pay of women and men doing equal work and investigating any gender pay gaps that cannot be satisfactorily explained on grounds other than that of gender.

3. Inclusions/exclusions

The Equal Pay Review covers all Academic and Professional Service Employees covered by national negotiations, and therefore excludes those employees on salaries outside of these.

4. Methodology

Initial analyses is undertaken and if there are differences over 5%, then these will be investigated further to gain a better understanding of why the differences have occurred and to identify any actions needed.

5. Results

The tables below indicate the percentage value of any pay gaps. This is shown as a –% if females are paid less than males and +% if females are paid more than males.

5.1 Professional Service employees

	Female	Female Average	Male	Male average	Total	Pay Gap (%)
Grade B	4	£15,944	6	£15,879	10	0%
Grade C	25	£17,946	17	£18,380	42	-2%
Grade D	55	£21,418	17	£20,197	72	6%
Grade E	25	£24,547	29	£24,738	54	-1%
Grade F	33	£28,138	28	£28,377	61	-1%
Grade G	37	£33,246	24	£33,716	61	-1%
Grade H	14	£40,728	7	£40,404	21	1%
Grade I	4	£48,889	2	£48,825	6	0%

The pay gaps on a grade by grade basis are within acceptable limits, with only one of the eight established grades, Grade D, being slightly above the accepted 5%. However, Grade D has a higher proportion of female employees to male employees.

The difference can also be attributed to a function of the grading structure itself as it allows for increments that give progression up to the contribution threshold for each grade, reflecting the growing experience and skill of the person; however, this will have an effect on the results as will the long service of employees.

5.2 Academic employees

	Female	Female Average	Male	Male Average	Total	Pay Gap (%)
Grade Ac3	105	£42,093	120	£42,278	225	0%
Grade Ac4	12	£50,463	23	£51,310	35	-2%

All are well within the 5% limit and therefore no further action is necessary.

6. Protected salaries

Following assimilation to the current grading structure in April 2008, a number of employees were identified as being paid more than their role merited. These employees were red circled and their pay protected for a period of four years. There are currently only two professional service employees that are red circled and they will revert to the top of their assimilated grade in April 2012.

7. Conclusion

There are no significant pay gaps when comparing work of equal value. This reflects the consistent use of Higher Education Role Analysis (HERA) to determine the size of roles.

8. Future Action

The Equal Pay Review will be undertaken every two years to ensure compliance with equal pay legislation. Over the next two years further work will also be undertaken to allow the reporting of equal pay data for employees according to protected characteristics.

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