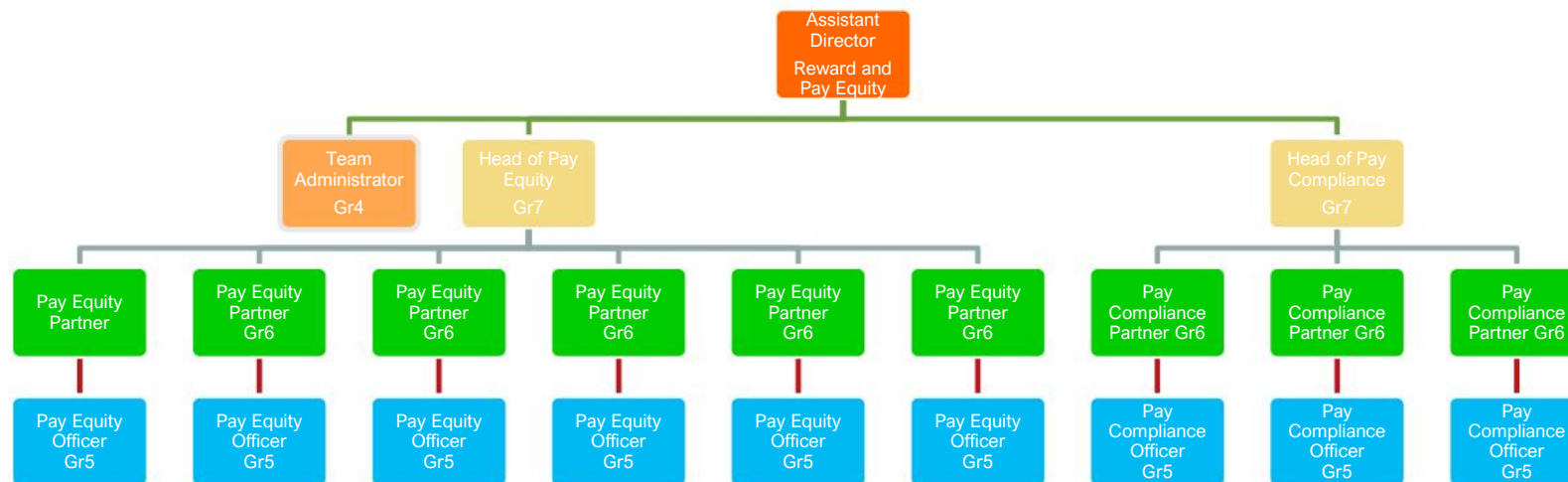


# Pay Equity and Pay Compliance



# Notes on the proposed structure

- BCC's history with equal pay requires a much-strengthened structure to maintain, audit and develop a Pay Equity culture within the Council
  - Head of Pay Equity
    - Manages a team of Pay Equity Partners (6xGr6)
    - Responsible for maintaining the system of job evaluation and pay equity within the renewed system to ensure that information is up to date and conforms with the structure and procedures of the system
    - Responsible, through the Pay Equity Partners, for the maintenance of RoleMapper to ensure that, at all times, job information is up to date
    - Responsible for the continuous review and updating of the pay equity system to ensure the system remains robust and that BCC comply with relevant legislation
    - Jointly responsible for reviewing and maintaining pay-related policies
  - Head of Pay Compliance
    - Manages a team of Pay Compliance Partners (3xGr6)
    - Responsible for managing and monitoring compliance to pay policies and pay equity guidelines
    - Ensures that all those responsible for pay and conditions decisions are trained in pay equity and understand how pay policies should be applied to maintain our Pay Equity system
    - Works with Audit to investigate and remedy any issues within BCC, BCT, Acivico and Schools
  - Note on structures
    - Each Grade 6 Partner will pair with a Grade 5 Officer role
    - The purpose of this pairing is to remove the risk of loss of organisational knowledge from a single point of failure, adding resilience to the Pay Equity System.