Equal Pay: Law and Best Practice

Learn about essential legislative developments and understand how to eradicate pay discrimination in your organisation, ensuring your remuneration policy is competitive and fair

9 July 2009
London

Conference highlights at a glance:

- Understand the legal framework governing equal pay, including latest case law and what this means for your business
- Receive practical guidance on the challenges presented by equal pay claims and know how to introduce measures to avoid claims
- Discover how to carry out an equal pay audit
- Benefit from private and public sector case studies
- Learn what should and should not be included in your remuneration policy

Keynote Speaker:
Baroness Margaret Prosser OBE, Vice Chair, Equality and Human Rights Commission (EHRC)

Speakers:
Daniella McGuigan, Senior Solicitor, Beachcroft LLP
Michael Bradshaw, Partner, Charles Russell LLP
Michael Powner, Partner, Charles Russell LLP
Sheila Wild, Programme Head, Earnings and Age Inequalities, Equality and Human Rights Commission
Meagan Belton, Reward Manager, KPMG
Tim Strong, Assistant Director of Human Resources, London Borough of Enfield

Media Partners:

For further information or to book, visit: www.jsbonline.com or call: +44 (0)20 8371 7010
Equal Pay: Law and Best Practice

Why attend this conference:

It has been almost 40 years since The Equal Pay Act came into force, but there is still significant inequality between men’s and women’s pay. Last year 58,513 equal pay claims were brought to employment tribunals (more than double the number brought in the previous year) and numbers continue to rise. Women working full time earn on average 17% less per hour than men and for ethnic minority women the gap is even higher at 20%. These headline figures represent a lifetime of pay discrimination for women.

Pay is one of the key factors affecting motivation and relationships at work. In this challenging economic climate it is more essential than ever for employers to ensure their remuneration policy is fair, consistent and ensures staff are rewarded for their contribution in order to retain top talent.

JSB’s Equal Pay: Law and Best Practice conference will enable employers to eliminate risk and enhance corporate reputation as an employer of choice. Realise the importance of regular pay system reviews and gain practical guidance to build and maintain a robust fair pay system which stands up to scrutiny and avoids equal pay claims. Equal pay is a fundamental right! With the forthcoming Equality Bill, now is the time to act to close the gender pay gap.

Who should attend?

- Senior HR professionals
- Employment lawyers
- In-house legal advisors
- Policy managers
- Industrial relations

Conference Programme

09:30 Chair’s Welcome
Paul Secher, Managing Director, JSB Training and Development

09:45 Keynote: The challenge of pay inequality
Baroness Margaret Prosser OBE, Vice Chair, Equality and Human Rights Commission
- The role of the Equality and Human Rights Commission
- The pay gap and its causes
- Moving towards a fair, practical and modern approach

10:15 Equal pay: the law
Michael Bradshaw, Partner, Charles Russell LLP
- The Equal Pay Act 1970
- Sex Discrimination Act 1975
- The Equality Bill
- Proposals for pay transparency
- Other legislation which may impact on pay

11:00 Coffee and networking

11:15 Equal pay in the private sector
Michael Powner, Partner, Charles Russell LLP
- Bonus and discretionary payments
- Dealing with grievances and questionnaires
- Key issues in equal pay litigation
- Equal pay audits
- Job Evaluation Studies in practice

12:00 Lessons learned from the public sector
Daniella McGuigan, Senior Solicitor, Beachcroft LLP
- Key stages in equal pay litigation
- Tactical considerations in litigation
- Key issues from recent case law
- Learning from litigation

12:45 Lunch and networking

13:45 Good equal pay practice
Sheila Wild, Programme Head, Earnings and Age Inequalities, Equality and Human Rights Commission
- Why do an equal pay review – what are you aiming for?
- Where to start
- Is a job evaluation essential?
- What are you looking for?
- Establishing the reasons for pay gaps
- Managing the changes

14:45 Coffee and networking

15:00 Case Study: Managing equal pay at KPMG
Meagan Belton, Reward Manager, KPMG
- KPMG’s remuneration and equal pay policy
- Overcoming a gender pay gap
- Justifying pay differences
- Our reward policy

15:45 Case Study: Equal pay at London Borough of Enfield
Tim Strong, Assistant Director of Human Resources, London Borough of Enfield
- Establishing a framework for addressing equal pay
- Assessing the legal and financial risks
- Engaging the trade unions
- Maintaining employee relations
- Developing and implementing new remuneration provision
- Assessing the equalities impact

16:30 Close of conference

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