

Fair Shares PSI Equal Pay Campaign

*OCCASIONAL INFORMATION SHEET
June 2001*

Here is a model equal pay policy adapted from the United Kingdom's Equal Opportunities Commission Code of Practice on Equal Pay. This model can be discussed in your women's committee and submitted for adoption to the union Executive Committee. It can then be tabled for discussions with your employer and the national employers' federation.

Remember to keep us informed about what you are doing so we can in turn inform others!



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Equal Pay Statement

This organisation supports the principle of equal opportunities in employment and believes as part of that principle that male and female staff should receive equal pay for the same or broadly similar work, for work rated as equivalent and for work of equal value. We understand that a right to equal pay between men and women free of sex bias is a fundamental principle of the International Labour Organisation, as stated in the ILO Declaration on Fundamental Principles and Rights at Work (1998) and is conferred by our national constitution Article...

We believe it is our interest and good practice that pay is awarded fairly and equitably.

We recognise that in order to achieve equal pay for employees doing equal work we should operate a pay system which is transparent, based on objective criteria and free from sex bias.

Action to implement policy

In order to put our commitment to equal pay into practice we will:

- ✓ Examine our existing and future pay practices for all our employees including those in non-standard employment and those who are absent on pregnancy and maternity leave.
- ✓ Carry out regular monitoring of the impact of our practices.
- ✓ Inform employees of how these practices work and how their own pay is arrived at.
- ✓ Provide training and guidance for managers and supervisory staff involved in decisions about pay and benefits.
- ✓ Discuss and agree the equal pay policy with employees, trade unions or staff representatives where appropriate.

We intend through the above action to avoid unfair discrimination and to reward fairly the skills, the experience and potential of all staff.