

On acceptance of the pay offer, the Policy & Resources Committee will commence, in conjunction with the unions, a review of the feasibility of pay parity as per the following terms of reference:

Reviewing pay parity/pay equity

Terms of Reference

Purpose:

- To establish what is meant by pay parity and to determine whether achieving it is desirable and, if so, the extent to which that is feasible.

Objectives/commitments:

- For all parties to agree a mutual understanding and definition of pay parity;
- Once a definition has been agreed, to consider the desirability and feasibility of achieving pay parity/pay equity between AfC staff and the Established Staff pay group.

Phase 1 – definition and discovery:

- To define what is meant by pay parity/pay equity with reference to overall package and not just basic pay;
- To determine the size of the gap with the Established Staff pay group.

Timescale – twelve months, with meetings taking place at least every month. Work to commence within one month of acceptance of the pay deal.

Resources required:

Joint working group comprising:

Employer side

HR rep(s)
Finance rep
HSC management rep

Staff side

One Union official/rep from each of:
RCN
Prospect
Unite
RCM

Stakeholders:

Union members
Policy & Resources Committee

NB This workstream is to be undertaken alongside (not subsumed within) the AfC Pay, Terms and Conditions Group, which will continue to progress its agreed workplan.

Signed:

A handwritten signature in blue ink, appearing to be 'D Mahoney', written over a horizontal line.

Deputy D Mahoney

15.3.2023.