

London	21 January 2015	Manchester	25 February 2015
Leeds	29 January 2015	London	27 February 2015
Birmingham	10 February 2015		

Equal pay updates

Key principles and new developments

Historically, private sector employers have been largely unaffected by equal pay litigation. However, that position is now changing and several multi-claimant test cases have been brought against major companies based on alleged pay discrepancies in equal value jobs. Other workplaces where there is job segregation will probably face similar claims. Following a change in the law on 1 October 2014, Employment Tribunals now have the power to order an employer to carry out an equal pay audit where the employer has lost an equal pay claim – and publish the results. Also, employers face the prospect of equal pay claims being brought by ex-employees in the civil courts up to six years after they have left employment.

These round-table workshops will provide an introduction to, and a reminder of, the key concepts of equal pay law and the mechanics of an equal pay challenge.



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These workshops are held regionally using Eversheds' nationwide offices; round-table in style wherever possible; and underpinned by high quality data. Although led by experts, with some guest speaker contributions, delegates will need to be willing to share their experiences to gain the maximum benefit out of attendance.

Who should attend?

Employee relations, diversity and HR professionals, as well as compensation specialists will benefit from attendance. Briefing documents are provided to delegates.

Background

In 2002, the Equal Opportunities Commission, together with Opportunity Now, launched an initiative to share good practice on equal pay. When the EOC folded into the EHRC, Eversheds agreed to work with Opportunity Now to continue these discussion groups, to help employers tackle the issues around equal pay and encourage best practice.

The objectives of these equal pay workshops continue to be to:

- share experiences on all aspects of working towards equal pay
- establish a safe environment for discussing equal pay issues, uncovering myths and identifying new developments and solutions
- provide expert guidance on the interpretation and practical application of the law
- develop a network of employers carrying out equal pay reviews.

Programme

09:00–09:30 registration

Overview of equal pay law

- the concept of equal work: like work; work rated as equivalent; and work of equal value
- who is a valid comparator?
- material factor defences – how can an employer justify equal pay issues?

Equal pay audits – the new regime

- when can an Employment Tribunal order an equal pay audit?
- what will be ordered and what are the timescales for compliance?
- exemptions from conducting an audit
- publishing the results of an audit
- what are the penalties for non-compliance?
- putting unequal pay right.

Case law update

- *Fox Cross Claimants -v- Glasgow City Council* – the definition of “associated employer” for comparison purposes
- multi-claimant cases in the retail sector
- *Wyer -v- Pembrokeshire County Council* – problems arising from ‘fixing’ unequal pay.

The future – continued voluntarism or compulsion?

- election manifesto promises.
- will employers be obliged to publish pay gaps?

12:00 close



Opportunity Now is the gender campaign within Business in the Community a registered charity. We know that creating diverse and inclusive workplaces is a business imperative. We work with more than 200 of the UK's most significant employers to help them leverage their talent and create workplaces which really work for all. We also campaign on the issues which will make the most beneficial difference to individuals, society and our economy.



Eversheds has represented and advised many public and private sector organisations on pay issues. We have settled thousands of equal pay claims and we have defended thousands of equal pay claims. We also provide training and updates on all aspects of equality law and practice. We work with government, equality, employee and employer groups to help improve employment practices.

16–17 July 2015

Merton College, Oxford

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£825 +VAT

including accommodation and conference dinner.

For more information contact

training@eversheds.com



Equal pay updates

Cost: £99.00 +VAT per delegate.

Please photocopy this form for multiple bookings.

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First delegate name: (Mr/Mrs/Ms/Miss/Other)

Position:

Second delegate name:

Position:

Organisation:

Address:

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Any cancellation must be notified at least two weeks prior to the seminar date otherwise you will be charged for the place. Alternatively a substitute can attend at no extra cost.

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Booking conditions

It is a condition of attendance that the course fee has been pre-paid. Your booking will be confirmed in writing within five working days of our receiving your completed booking form. If you do not receive confirmation within ten days, please telephone us on 0845 498 4040.

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