

MPA Equal Pay Audit 2004 – Executive Summary and Summary of recommendations

Executive Summary

The Metropolitan Police Authority has selected HR policies and procedures in place that support the achievement and delivery of its Equal Pay responsibilities. Particularly, MPA's risks are reduced through:

- Simplicity of the reward structures
- The consistency of the benefits provided

However, there are a number of recommendations made within this report that MPA should consider in order to further enhance the consistency with which pay decisions are made and to address the areas of concern identified in the audit.

Summary of recommendations

- To review and address any individual cases identified within the audit

The key process recommendations are:

- To ensure that a clear grading framework that supports the segmentation of jobs by job evaluation (preferably single Know How steps) and clearly identifies comparators
- To review the mechanism for determining start salaries and implement a clear, consistent policy
- To review the mechanism for determining salaries on promotion or re-grading and implement a clear, consistent policy
- To ensure that there is clear documented support for all pay related decisions

Separately, you may also want to consider offering training in recruitment and equality issues for those members of the committee, who, whilst not employees and therefore not accessing normal training, play an integral role in the selection and appointment of senior employees.

By addressing these areas, MPA will ensure that it has a more rigorous approach to supporting equality and diversity, whilst also actively managing future risks and liabilities.