



## Equal pay update - January 2019

### 1. When will my offer come out?

- Once the Central Administration Committee approves the deal, council finance and administrative staff will process the pay data of each claimant to produce a settlement offer. Due to the number of claims and complexity of the pay system, this is likely to take several weeks, so offers are unlikely to be issued before June 2019.

### 2. How was my offer worked out?

Your offer is worked out based on:

- The post(s) you have held with the council
- The length of time in each post
- The number of hours worked in the post,
- Subject to a maximum 5 years back from the date of your claim(s)

### 3. How will I know what my offer is worth, is it full value and if less how much less?

- If the council makes you an offer, you will receive detailed legal advice explaining the offer. The settlement is based on legal analysis by the claimant side lawyers, with each element of the deal being measured against possible outcomes in Tribunal.
- The agreement reached is a realistic estimate of what each claimant would have received in court.

### 4. Will I get to know my comparator?

- The settlement does not use individual comparators as it was too difficult to identify an appropriate comparator. Instead calculations are based on grade.

### 5. Do I need to advise the tax office?

- No, the council is in contact with HMRC and will agree an amount in respect of all liabilities for tax and national insurance.

### 6. What will my tax liability be?

- The tax liability will be agreed between the council and HMRC.

### 7. How long will it take for the money to be paid?

- It is likely that payments will be made by July 2019.

### 8. Will this affect my benefits?

- Depending on the amount of compensation, your social security benefits may be affected. You should seek advice from a welfare rights advice service via Glasgow Advice and Information Network (GAIN)

### 9. This settlement only covers one period, how will the next settlement be calculated?

- The current settlement preserves all of your rights for the period after settlement until the introduction of a new pay and grading scheme.
- When the outcomes of the new job evaluation are known, probably in 2021, we will engage with the council's representatives to settle the remaining period.

### 10. Can I refuse this offer and what happens if I do?

- The offer is considered a reasonable settlement of your claim and is being recommended by all of the claimants' representatives.
- The offer is made on the basis that the claimants' representatives will stop representing those who refuse to accept our recommendation.
- It would then be open to you to continue with your claim in the Employment Tribunal at your own risk and expense.

### 11. Are male claimants included?

- Men in female dominated roles and men who held roles that can rely on female dominated roles are included. Men in roles that are part of the male dominated comparator roles will not be included as their claims did not have a reasonable chance of success. Morton Fraser will be writing out soon to claimants who are not included with a detailed explanation.

For further information contact UNISON's Glasgow City branch on 0141 552 7069