



EQUAL PAY,  
EQUAL VALUE AND  
JOB EVALUATION

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SEMINAR

What trade union  
activists need to know

1st December 2006

10.30am to 3.30pm

at STUC

333 Woodlands Road

Glasgow



This interesting and timely seminar will explore some of the key issues for trade union reps and officials around equal pay, equal value and job evaluation schemes.

The trade union movement has been at the forefront of the campaign for equal pay, and it is vital that reps and officials continue to battle for pay equity.

This day will provide an opportunity for activists to get practical information and guidance from the most skilled and experienced lawyers working on equal pay, job evaluation experts, and senior trade union officials.

# PROGRAMME

- 10.00am **SPECIAL PRE-SEMINAR SESSION**
- 10.30am Registration and coffee
- 11.00am **INTRODUCTION AND WELCOME**
- 11.15am **Mary Senior**  
*Assistant General Secretary, STUC*  
Equal pay: Challenges for public sector trade unions.
- 11.45am **Muriel Robison**  
*Director of Legal Affairs, EOC Scotland*  
Developments in equal pay law.
- 12.15pm **Margaret Gribbon**  
*Head of Employment Unit, Digby Brown*  
New statutory grievance procedures in the context of equal pay claims.
- 12.45pm **LUNCH**
- 13.30pm **Peter Hunter**  
*Legal Officer, UNISON Scotland*  
Red circling, green circling and white circling: transitioning between pay structures without breaching the Sex Discrimination Act.
- 14.00pm **Kay Gilbert**  
*Lecturer, Strathclyde University*  
Job evaluation: Avoiding the pitfalls.
- 14.30pm **Carol Fox**  
*Head of Equality, Thompsons*  
Time to take action or time out? What TU reps need to know about time limits.
- 15.00pm **PANEL SESSION**  
Muriel Robison, EOC Scotland.  
Carol Fox, Thompsons.  
Kay Gilbert, Strathclyde University.  
Peter Hunter, UNISON Scotland.
- 15.30pm **CLOSE**

## SPECIAL PRE-SEMINAR SESSION

*Peter O'Donnell,*

*Casework Manager at EOC Scotland*

Equal pay law: An introduction

We are offering a special pre-seminar session on the Equal Pay Act and the fundamentals of equal pay law.

This session is intended as an introduction to those reps and officials who are interested in equal pay, but wish to develop or refresh their understanding of the key principles of the law before attending the rest of the seminar.

## CLOSE THE GAP

Close the Gap is a partnership project working to close the gender pay gap in Scotland. The project is funded by the Scottish Executive. Partners include Scottish Executive, Scottish Enterprise, Equal Opportunities Commission, and Scottish Trade Union Congress.

Close the Gap is keen to support trade union colleagues in taking action to address the gender pay gap, and can be contacted at:

Close the Gap

333 Woodlands Road

Glasgow

G3 6NG

t: 0141 337 8131

e: [info@closethegap.org.uk](mailto:info@closethegap.org.uk)

[www.closethegap.org.uk](http://www.closethegap.org.uk)

NAME

UNION

BRANCH

TITLE

ADDRESS

TELEPHONE NUMBER

EMAIL

SPECIAL PRE-SEMINAR SESSION

WILL ATTEND

WILL NOT ATTEND

This seminar is free. If you wish to attend please return the above form to:

Shona Roberts  
Close the Gap  
333 Woodlands Road  
Glasgow  
G3 6NG  
t: 0141 337 8131  
f: 0141 337 8101  
e: [info@closethegap.org.uk](mailto:info@closethegap.org.uk)