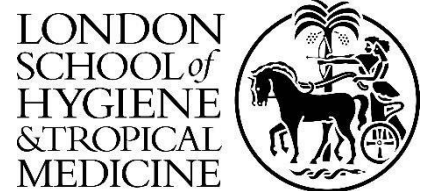# Human Resources

Equal Pay Policy

1. Statement of Policy

The London School of Hygiene & Tropical Medicine is committed to the principle of equal pay for work of equal value for all its employees.

It recognises that equal pay is a legal right under both domestic and European law, regardless of contractual status, working hours, age, disability, ethnicity, gender, sexual orientation, religion or belief, political affiliation and/or socioeconomic background.

The School further believes that operating a fair, transparent and objective pay system sends a positive message to its employees and stakeholders, and is fundamental to its reputation, well-being and success.

In support of these aims, the School uses the HERA (Higher Education Role Analysis) job evaluation methodology to assign jobs to grades and hence salary levels (other than those at Reader/Professor or equivalent). The School's salary structure derives from the higher education sector's national pay framework, and from the NHS pay structure for its clinical staff.

2. Actions to Support the Policy

In support of its commitment to equal pay, the School will:

- undertake periodic equal pay audits to examine its existing and future pay practices for all employees;
- provide guidance, advice and support for staff involved in decisions about pay and benefits;
- provide clear information to staff on pay policy and practices and how pay is determined;
- regularly review and monitor pay policies and practices in line with legislative requirements and good practice guidelines, and
- discuss and seek agreement with trade unions to any revisions and amendments to this policy and to pay practices.

3. Responsibilities

Responsibility for ensuring equal pay rests ultimately with the Director and Council. The Equal Opportunities Committee and the Staff, Senior Staff Review and Remuneration Committees are also responsible for ensuring the success of this policy. At operational level, responsibility rests with the Head of Personnel, Pay & Pensions.

HMJA
01.04.2010