

AssessmentNo	817	Owner	amenon	Appendix
Resource	Transformation		Service/Establishment	People and Technology
	First Name	Surname	Job title	
Head Officer	Arun	Menon	Business Support Manager	
	(include job titles/organisation)			
Members	Arun Menon Stella Kinloch			
	<i>(Please note: the word 'policy' is used as shorthand for strategy policy function or financial decision)</i>			
Policy Title	Make permanent the interim Change to Pay Frequency			
	The aim, objective, purpose and intended out come of policy			
	Following a review, make permanent the interim change to the 2-weekly payrun which was implemented in August 2022. The details of this were provided in EIA # 513.			
	Service/Partners/Stakeholders/service users involved in the development and/or implementation of policy.			
	Joint Trade Unions and relevant members of the Corporate Services Committee			
Does the proposals involve the procurement of any goods or services?			No	
If yes please confirm that you have contacted our procurement services to discuss your requirements.			No	
SCREENING				
<i>You must indicate if there is any relevance to the four areas</i>				
Duty to eliminate discrimination (E), advance equal opportunities (A) or foster good relations (F)			Yes	
Relevance to Human Rights (HR)			No	
Relevance to Health Impacts (H)			No	
Relevance to Social Economic Impacts (SE)			No	
Who will be affected by this policy?				
A total of 516 staff who used to be on 2-weekly Pay and have since moved to either monthly or 4-weekly pay are impacted. This will also impact the workload for the small transactional teams but more specifically the Payroll team due to the presence of this payrun.				
Who will be/has been involved in the consultation process?				
Joint Trade Unions and HR				
Please outline any particular need/barriers which equality groups may have in relation to this policy list evidence you are using to support this and whether there is any negative impact on particular groups.				
	Needs	Evidence	Impact	
Age				
Cross Cutting				
Disability				
Social & Economic Impact				
Sex	Women are more likely to be income deprived than men	Of the total 516 staff, 69% are females and 31% males. The overall workforce	Any negative impacts can be mitigated by financial advice via	

		split by sex is roughly 75% female and 25% male so this group has disproportionately more males than we would expect, thereby not aligning with our workforce demographic.	the Working4U team. Any staff who are on 4 weekly pay and wish to mitigate impact of UC will be allowed to move to the recommended monthly pay cycle.
Gender Reassign			
Health			
Human Rights			
Marriage & Civil Partnership			
Pregnancy & Maternity			
Race			
Religion and Belief			
Sexual Orientation			
Actions			
Policy has a negative impact on an equality group, but is still to be implemented, please provide justification for this.			
Will the impact of the policy be monitored and reported on an ongoing basis?			
Q7 What is your recommendation for this policy?			
Introduce			
Please provide a meaningful summary of how you have reached the recommendation			
EIA 817: From the evidence available to date such as feedback with evidence from JTUs, as well as lack of complaints and/or grievances from staff impacted, there is no evidence of any significant negative impact.			