

Lesley Griffiths AC / AM  
Y Gweinidog Cymunedau a Threchu Tlodi  
Minister for Communities and Tackling Poverty



Llywodraeth Cymru  
Welsh Government

Ein cyf/Our ref: MA-P-LG-1366-16

Chief Executives of Local Authorities

17

March 2016

Dear Colleague

As Minister with responsibility for equality, I want to remind you of your duties in tackling gender pay inequality in Wales and thank you for your continued assistance.

All Local Authorities in Wales now have single status pay arrangements in place for men and women, resolving long standing issues of back pay compensation for those women affected.

Pay gaps are a long standing and complex issue. In Wales, we have made significant progress and we continue to lead the way. Our robust Public Sector Equality duty (equal pay duty) was introduced requiring public sector employers with over 150 employees to address pay and employment differences across all protected characteristics in the Equality Act 2010.

As part of the Women Adding Value to the Economy (WAVE) team, Cardiff University has developed a Gender Employment and Pay Analysis (GEPA) method for reporting against the equal pay duty and to act to disrupt gendered patterns of employment. Cardiff University is currently piloting and testing the GEPA with a small group of employers. Once the testing is completed, the method will be made available so all employers can make use of it to look for gender and employment pay disparities within their own workforce.

I send my particular thanks to the Local Authority in Wales which took part in the WAVE Programme and was one of three employer case studies. Lisa James, Deputy Director, Local Government Democracy in Welsh Government wrote to you all in December 2015 highlighting the case study report and the work of the WAVE programme.

Bae Caerdydd • Cardiff Bay  
Caerdydd • Cardiff  
CF99 1NA

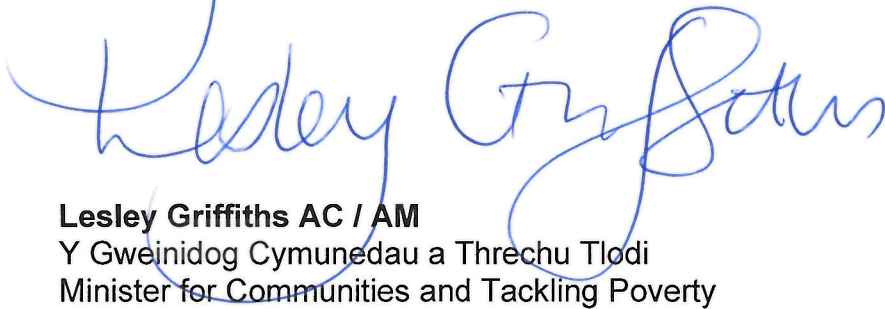
English Enquiry Line 0300 0603300  
Llinell Ymholiadau Cymraeg 0300 0604400  
Correspondence.Lesley.Griffiths@wales.gsi.gov.uk

Rydym yn croesawu derbyn gohebiaeth yn Gymraeg. Byddwn yn ateb gohebiaeth a dderbynnir yn Gymraeg yn Gymraeg ac ni fydd gohebu yn Gymraeg yn arwain at oedi.

We welcome receiving correspondence in Welsh. Any correspondence received in Welsh will be answered in Welsh and corresponding in Welsh will not lead to a delay in responding.

Tackling the gender pay gap is vital if we are to realise a gender equal society.  
Once available, I would encourage you to make use of the GEPA method for reporting  
against the equal pay duty and in assisting you to address gendered patterns of working.

Regards



**Lesley Griffiths AC / AM**

Y Gweinidog Cymunedau a Threchu Tlodi

Minister for Communities and Tackling Poverty