

Employment Law

Equal Pay – A Ticking Time Bomb



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Now is the time to review your approach to remuneration.

Several high-profile stories have reached the mainstream press recently regarding significant equal pay claims in the retail sector, which could see the likes of Asda, Morrisons and Tesco face backpay bills worth hundreds of millions of pounds to current and former staff.

These actions have so far been restricted to these giants of retail, but we can foresee a time when more claims could be brought against other employers based upon the findings of these cases.

Now is time to prepare

All employers, regardless of their size or sector, should take these latest claims as a wake-up call to ensure that their own business is not exposed.

To help determine your current risk of exposure, consider the following:

- Have you reviewed your payroll in the last six years to check whether staff of different genders have historically been paid the same?
- Are any female employees paid less for a similar or identical role as a male employee?
- Do any male employees fulfil different roles than female employees that have similar levels of responsibility or demand, despite relying on different tasks?

Speak to us

If you are in doubt in relation to any of these questions or you feel that you may be exposed to an equal pay claim due to your current or historic pay and employment policies, contact us today!

At Mackrell, our experienced Employment Law team is standing by to help employers review their policies and make the necessary changes to protect their business from future claims.

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