



Dear Member

Potential Equal Pay Claim

If you're employed by Bradford Council on Pay Grades Band 5 to SO2

As you may be aware, there has been a lot of recent activity regarding potential equal pay claims in Bradford Council.

As the UK's largest union, UNISON has led on equal pay within local government for over a decade and has recovered £millions in compensation for our members. Equal Pay is an issue we take extremely seriously.

We appreciate that the prospect of being underpaid due to your gender in a cost-of-living crisis is especially emotive. However, Equal Pay legislation is very complex.

We have good reason to believe that task and finish practices are operating or have recently been allowed to operate in the department of waste. If proven, this practice results in higher hourly rates for waste staff in comparison to some of our member's working on the same or similar grades, potentially creating an "equal pay liability" for the Council.

The complexity of equal pay legislation normally requires us to show that the comparative job roles should be predominately performed by women as the household waste roles are predominately performed by men. Although, we will welcome completed case forms completed by both men and women. We will just need to review all the completed case forms before a decision can be made as to which jobs / department's we can pursue further.

In tandem with the legal process, we must also exhaust internal procedures by lodging a grievance. We have already raised our concerns with the Council and have requested further discussions. If it becomes necessary, we will escalate the process through the formal grievance / escalation procedure with the Council. After reviewing your completed case form we will add your name to the collective grievance, which we will send to you shortly afterwards.

Please be aware of the time limits. To pursue a legal claim for Equal Pay, the claim must be lodged in an Employment Tribunal within six months less one day of the end of your employment contract or a change to your employment contract.

If you have left the Council in the last six months, or if you have changed your role in the last six months, please make this clear on your completed case form.

When completing the case form please provide details of your job role, grade and dates of your employment. If you have multiple job roles, we need this information for all of them to pursue your claim any further.

We will keep you updated as to the progress of any discussions/negotiations and progress whenever there are any significant developments.

UNISON Bradford Local Government Branch
<https://bradford.unison.site/>