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GPR – still waiting!

- Report by April 2018
- On data from April 2017 – that is only 6 months away!!!
- Inter-relationship with equal pay claims?
- “It is illegal to pay a man and a woman a different salary for doing the same job”

What next?

- Ethnicity Pay Gap Bill 2017/2018
- Similar expectations as GPR (250 employees, etc)
- Difficulty of accuracy of data held by employers?
- Age pay gap?
- Disability pay gap?
- Sexuality pay gap?

National Living Wage / Zero Hours contracts

- £7.20 per hour from April 2016 for employees aged 25 and over
- Different to the Living Wage set by the Living Wage Foundation
- Age discrimination?
- Exclusivity clauses in ZHC's banned
- Business reaction – do you want to be the next Sports Direct?



Looking to the future?

- Trend of legislation looking to “nudge” employers?
- Importance of brand and culture as both a recruitment and retention tool
- Continued uncertainty over Brexit and what that will mean for employers



Thank you