

booking form

Name	Organisation
Address	
Tel	Fax
e-mail	
Do you have any special requirements? If so please specify	
I wish to reserve places at the Legal Update	
*I enclose a cheque for £ *I require an invoice *delete as applicable	
Cost: £47.00 = £40 + VAT for EE members with under 15 employees £110.00 = £93.62 + VAT for EE members £150.00 = £127.66 + VAT for non-members All cheques must be made payable to Equal Opportunities Commission	
Please return completed booking forms to: Equality Exchange Scotland, EOC, St Stephens House, 279 Bath Street, Glasgow G2 4JL Fax: 0141 248 5834 email: scotland@eoc.org.uk	

For further information please contact Rosemary at the EOC on 0845 601 5901

Please note: If you are unable to attend you are welcome to send a substitute but we regret that no refunds can be made after the 2 November 2004.

Annual Legal Update 2004

Equal Pay



Wednesday 10 November 2004
9.30 am-4.00 pm
The Balmoral Hotel
Princes Street, Edinburgh

Equal pay

This year, our Annual Legal Update is on Equal Pay.

Over thirty years since the Equal Pay Act came into force, the pay gap between men and women is 18%. Compensation paid to employees being unlawfully discriminated against is rising with a record £1.37 million paid in one case recently. This event will update you on recent cases and consider defences to equal pay claims including relying on job evaluations and material factor defences. We are delighted to bring together a number of key experts in this field including: Ian Truscott QC, Amanda Jones, Jane Porter and Stuart Neilson.

Whether you are a legal or lay advisor, equalities officer, director, manager, trade union representative or HR professional, this event will give invaluable and up to date information on what's happening with Equal Pay. The day has been structured to allow plenty of time for informal discussion and networking as well as more formal presentations and will include comprehensive resource materials.

Equal Opportunities Commission Scotland is delighted to present this Equality Exchange event, which is open to both members and non-members.

Annual Legal Update

9:30	Registration
10:00	Welcome and Introduction Chair (am) Rona Fitzgerald, Director of Policy and Parliamentary Affairs, EOC Scotland
10:10	Equal Pay - Background and Context Muriel Robison, Principal Legal Officer, EOC Scotland
10:30	Review of Recent Cases Ian Truscott QC
11:15	Tea and Coffee
11:30	Defending Equal Pay Claims: Job Evaluation Schemes Amanda Jones, Maclay Murray and Spens
12:10	Review of morning session - Chair
12:15	Lunch
13:00	Round Table *
13:55	Introductory Remarks Chair (pm) Rowena Arshad, EOC Scotland Commissioner
14:00	Defending Equal Pay Claims: Material Factor Defences Jane Porter, Advocate
14:45	Case Study: Lessons from Morton v South Ayrshire Council Stuart Neilson, McGrigor Donald
15:30	Open Forum
15:50	Overview of afternoon and closing remarks - Chair
16:00	Close

* The Round Table session will provide an informal opportunity to question key speakers as well as representatives from Close the Gap and the Equal Opportunities Commission on subjects including the Equal Pay Toolkit and Mainstreaming.