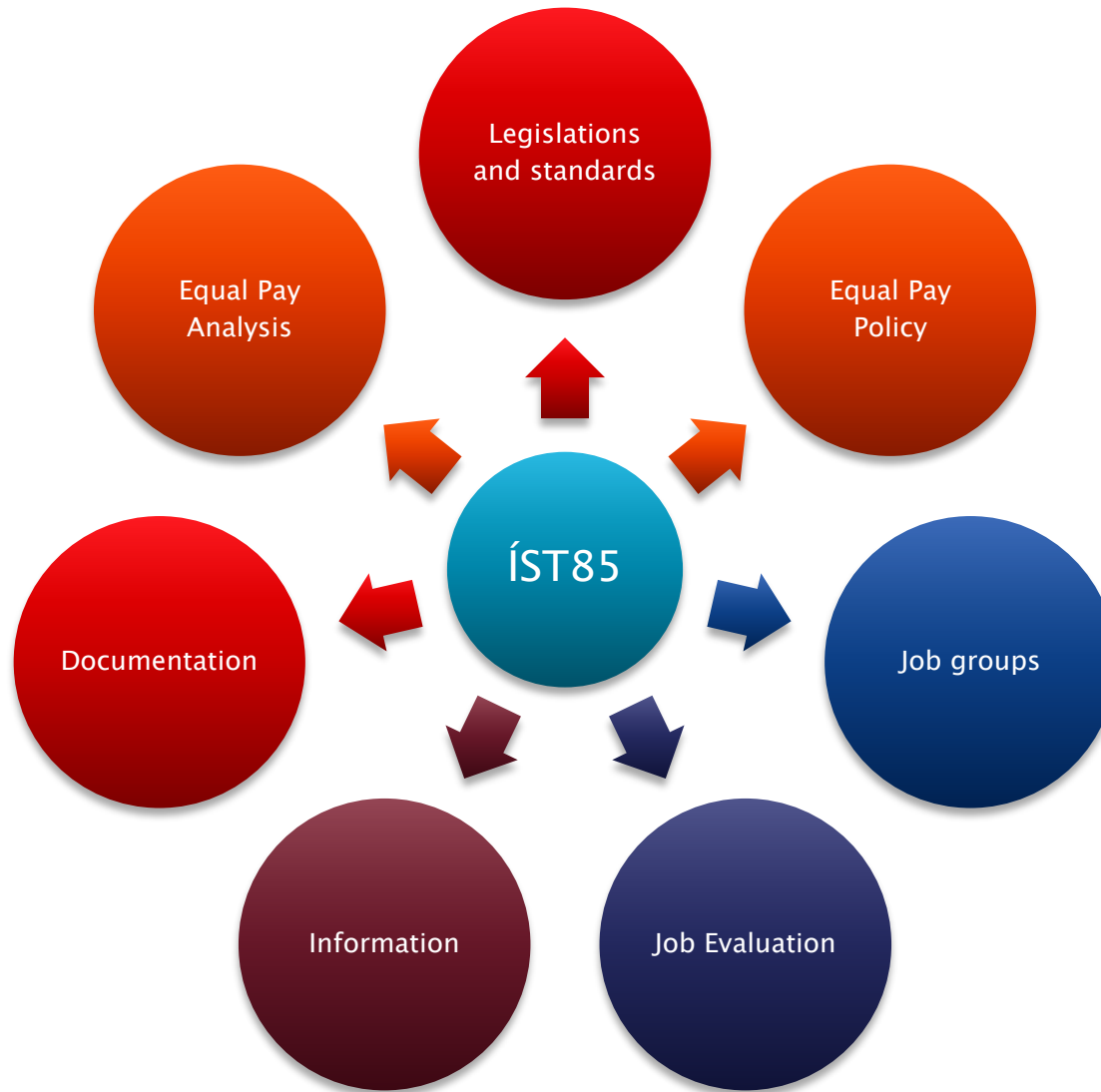


Introducing Equal Pay Systems in Public Sectors

–Pitfalls and Benefits

Where are we now? – checklist

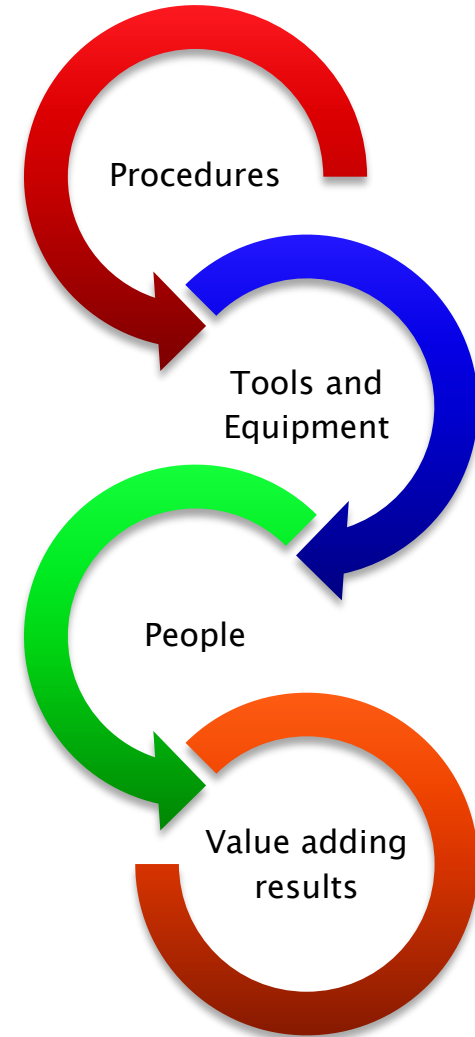


- ▶ A „documented system“
– NOT a „system of documents“

Where are we now? – GAP

- ▶ A „documented system“
NOT a
„system of documents“

TRACE THE DECISIONS



Where are we now? – Make a Plan

Driver

Drives the project, has an overview of all tasks and ensures that team members work as one whole with the same goals

Responsible

Person responsible for carrying out tasks making sure the work is done.

Accountable

Authorized to approve an answer to the decision.
An accountable must sign off (approve) work that responsible provides.
There **must** be only one accountable specified for each task or deliverable.

Support

Resources allocated to responsible. Unlike consulted, who may provide input to the task, support helps complete the task.

Consult

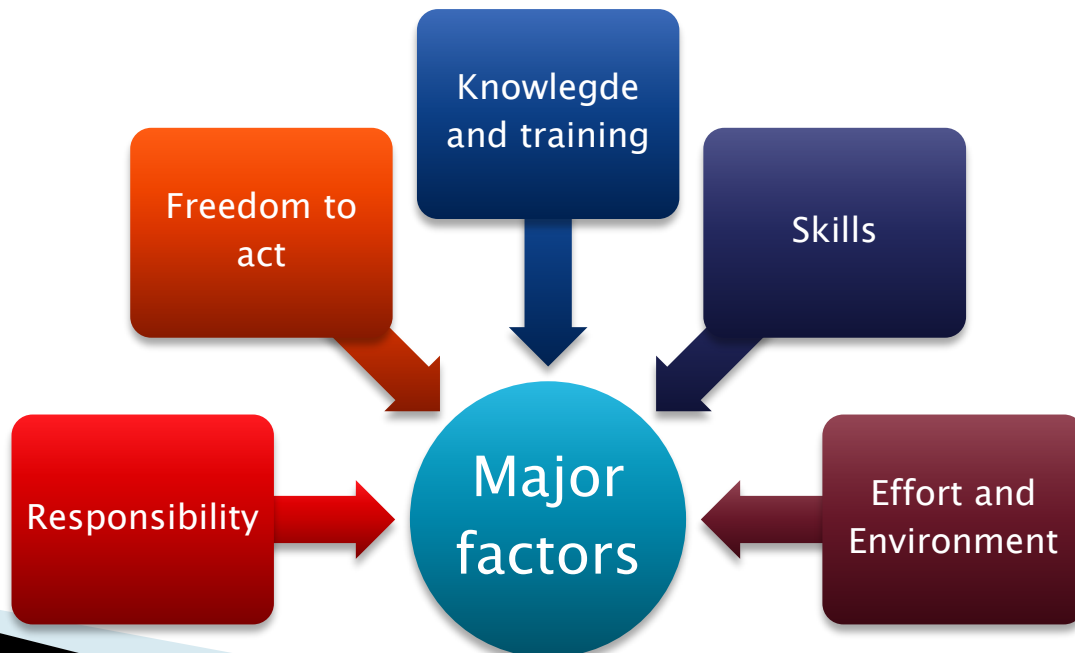
Those whose opinions are sought, typically subject matter experts; and with whom there is two-way communication.

Informed

Those who are kept up-to-date on progress, often only on completion of the task or deliverable; and with whom there is just one-way communication.

Job Evaluation

- ▶ Take into account the organizations function, main roles and service when “shopping” for a system
- ▶ A document system that applies to all types of jobs?
- ▶ Factors and criteria
- ▶ Weighing values to certain factors
- ▶ Inventing the wheel?

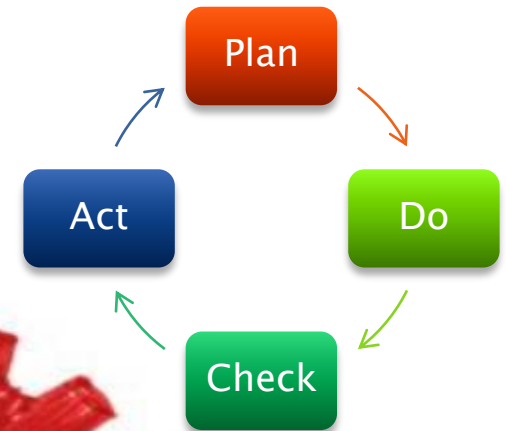


Life after verification

- ▶ Continuous confirmation that requirements and expectations are met.



Life after verification



Thank you

Lúvíska Sigurðardóttir Project Manager, Equal Pay