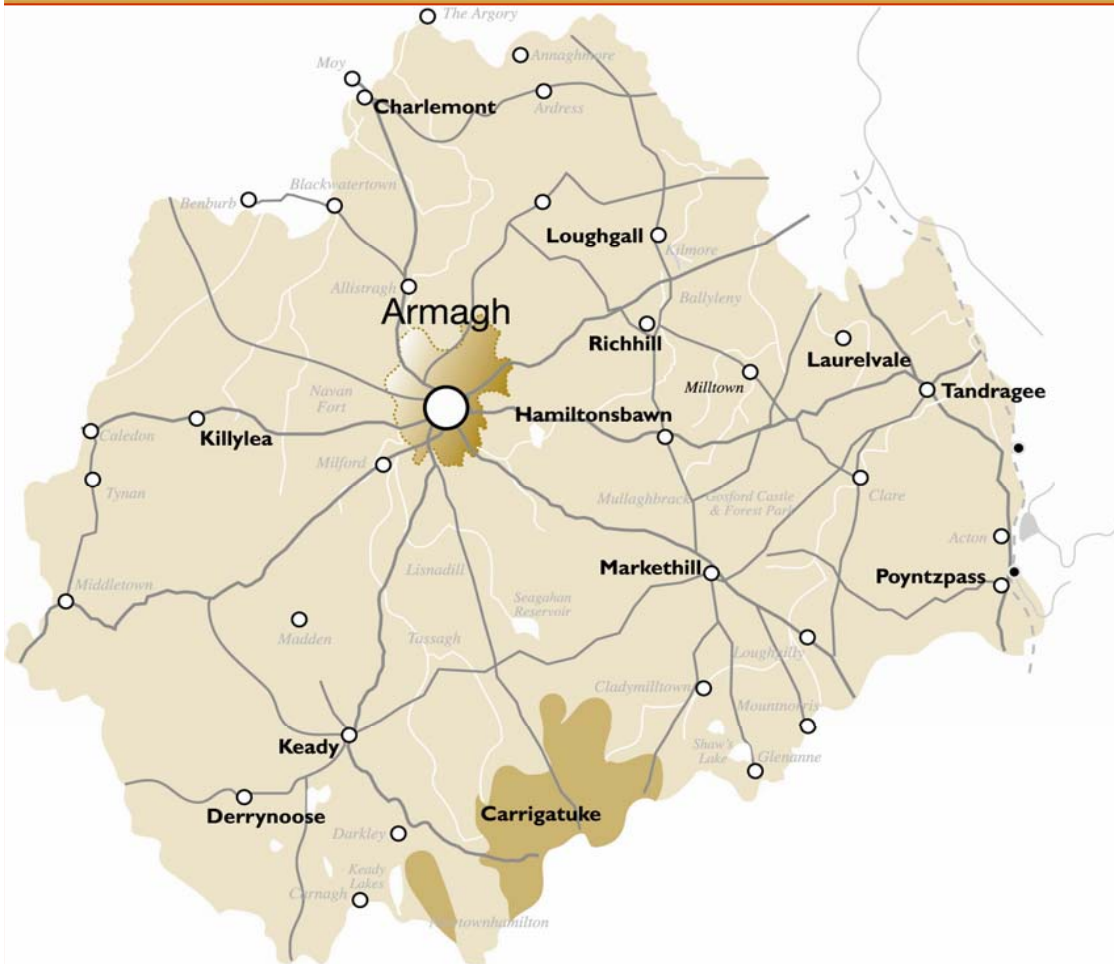


Carol Corvan  
Head of HR  
Armagh City and District Council

# Facts and Figures



•260 Sq Miles

•Population approx  
54,000

•Archbishops of Roman  
Catholic and Church of  
Ireland reside in City

# Facts and Figures

- 7 female elected members = 32%
- 2 female members of SMT = 40% (50%)
- 36 females at SO1 and above = 49%

# Facts and Figures

## EQIA of Equal Opportunities Policy 2004

Pay Band	Female Average Earnings	Male Average Earnings
Manual	£11,408	£13,431
Middle	£17,826	£17,204
Senior	£30,443	£29,681
Executive	None	£65,480

At November 2003

# EQIA Target

- Increase female applicant rates to the General Operatives Grade to 20%
  - Grounds Maintenance Review – no adverse impact
  - Consider use of Job Share



employer of  
**CHOICE**



- Work-life balance Audit Sept/Oct 2005
- Strategic Planning
- Action Plan
- Assessment/Continuous Improvement



# Current Practice



- Flexible working/flexi time
- Job Share
- Special Leave
- Lifestyle Policy
- Corporate Events



# Action Plan



## Work-life Stressors

- Communication strategy
- Appraisal as a communication tool
- Employee Involvement
- Employee Recognition



# Action Plan



## Home-life Stressors

- Debt
- Childcare
- Eldercare
- Bereavement
- Illness/injury