

Male Dominated Comparators

Male dominated comparator roles have to be selected, these will inform the negotiation of a new rate of (equitable) pay for teacher aides, and any appropriate conditions of employment.

Essentially we have to be able to assess a female dominated job against male dominated jobs to determine whether the actual degrees of effort and/or skill and/or responsibilities and/or conditions are the same or substantially similar.

A male dominated comparator does not need to have a hugely similar role to the female dominated job. It may be that these roles look very different to each other, but have some key features that make them comparable. The basic concept of this is that the equal pay rate should be set to the same rate as the comparators' pay if the assessment shows the jobs to be of equal value.