

Union prepares more equal pay cases over age-related pay scales

 [U.K.](#)

Prospect, the union representing managerial and specialist staff in the civil service and utilities is planning a number of employment tribunal cases following a European Court of Justice (ECJ) ruling on equal pay. Although the ECJ ruling did not go unequivocally in favour of the union, it did state that employers will have to justify objectively differences in pay where there are pay scales linked to age over lengthy periods. In the UK new age discrimination regulations it states that pay scales running for more than five years will have to be justified by employers. The union's case was based on a health and safety inspector paid £9,000 less than her colleagues.

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