

Equal pay statement and policy

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NHS Health Scotland is a WHO Collaborating Centre for Health Promotion and Public Health Development.

Summary

This policy aims to provide information around the commitment to the principles of equal pay and the process of how NHS Health Scotland will work toward achieving these.

Status

Approved.

Review

This policy will be reviewed no later than April 2021.

Review date

April 2021.

Equal pay statement 2019–21

This statement has been agreed in partnership and will be reviewed on a regular basis.

NHS Health Scotland supports the principle of equal opportunities in employment and believes that staff should receive equal pay for the same or broadly similar work, or work rated as equivalent and for work of equal value, regardless of the following characteristics protected by the Equality Act 2010:

- age
- disability
- gender reassignment
- marriage and civil partnership
- pregnancy and maternity
- race
- religion
- sex
- sexual orientation.

However, the purpose of this equal pay statement is to ensure equal pay between staff who are women and men, disabled and non-disabled, and those from an ethnic minority or not from an ethnic minority.

NHS Health Scotland understands that the right to equal pay is a legal right under both domestic and European law. NHS Health Scotland also understands that other legislation is in place in the UK, concerning the protected characteristics listed above, and part-time and fixed-term employees. This legislation includes provisions relating to pay.

It is good practice and reflects the values of NHS Health Scotland that pay is awarded fairly and equitably.

NHS Health Scotland recognises that in order to achieve equal pay for employees doing the same or broadly similar work, work rated as equivalent, or work of equal value, it should operate pay systems which are transparent, based on objective criteria and free from unlawful bias.

NHS Health Scotland's equal pay audits in 2013, 2015, 2017 and 2019 identified gaps between the average hourly pay of women and men. More information on this is available in the Equal Pay Audit.

Equal pay policy

It is NHS Health Scotland's policy to work to advance equality in pay and eliminate unfair, unjust or unlawful practices that impact on pay equality.

The scope of this policy applies to all NHS Health Scotland employees, irrespective of their employment status or length of service.

Principles

In order to achieve this we will adopt the following principles:

- commit to the principle of equal pay for work of equal value for all employees
- eliminate any unfair discrimination, unjust or unlawful practices that impact on pay equality
- reward fairly the skills and experiences of all employees
- work in partnership with trade unions to ensure employees have confidence in the process of eliminating any bias identified
- operate pay and reward systems which are transparent, based on objective criteria and free from bias.

Procedures

To achieve this, we will:

- report to our Staff Governance Committee and Board on progress towards our workforce equality outcome
- ensure there are communications systems in place to inform all employees on how pay practices work and how their pay is determined. Included will be information about what policies exist to deal with their concerns about their pay
- ensure that all managers and those involved in making decisions about pay, benefits and grading decisions are provided with policies and guidance to enable consistent and fair practice

- continuously monitor our existing and future pay practices for all our employees, including part-time workers, those on fixed-term contracts or contracts of unspecified duration, and those on maternity or other authorised leave
- undertake regular monitoring of the impact of our practices in line with NHS Health Scotland's equality outcomes
- support staff to have discussions with trade unions/staff representatives when they have concerns about equal pay issues.

NHS Health Scotland also recognises that not all gender pay gaps are caused by men and women receiving different pay for doing the same or similar work or jobs of equal value.

Therefore, as part of our commitment to ensuring equal pay, enabling a more balanced organisation and ensuring equality of opportunity, we will:

- continue to monitor our recruitment and selection procedures for potential biases and make sure that no group or person is disadvantaged during the recruitment process
- continue to develop our monitoring of development activities to identify any potential biases in access or uptake
- gather evidence on the impact of caring responsibilities on staff with a view to reviewing all supporting policies in place. This is to ensure that there is no gender imbalance in the application of policy.

Monitoring and evaluation

Where specific actions are identified, this policy and statement will be reviewed before April 2021 in line with the Equality Act 2010 (Specific Duties) (Scotland) Regulations 2012.

Review date: April 2021.

Date policy approved: April 2019.

