

## **Equal Pay Statement**

Our equal pay statement has been agreed in partnership and will be reviewed on a regular basis by the NHS Forth Valley Area Partnership Forum and the Staff Governance Committee.

NHS Forth Valley is committed to the principles of equality of opportunity 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 their age, disability, ethnicity or race, gender reassignment, marital or civil partnership status, pregnancy, political beliefs, religion or belief, sex, or sexual orientation.

NHS Forth Valley understands that the right to equal pay between women and men is a legal right under both domestic and European Law. In addition, the Equality Act 2010 (Specific Duties) (Scotland) Regulations require NHS Forth Valley to taking the following steps:

- Publish gender pay gap information by 30 April 2021; and every two years thereafter
- Publish a statement on equal pay between men and women; persons who are disabled and persons who are not; and persons who fall into a minority racial group and persons who do not, to be updated every four years
- Publish information on occupational segregation among its employees, being the concentration of men and women; persons who are disabled and persons who are not; and persons who fall into a minority racial group and persons who do not, to be updated every four years.

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

NHS Forth Valley 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.

In line with the General Duty of the Equality Act 2010, our objectives are to:

- Eliminate unfair, unjust, or unlawful practices and other discrimination that impact on pay equality;
- Promote equality of opportunity and the principles of equal pay throughout the workforce;
- Promote good relations between people sharing different protected characteristics in the implementation of equal pay

We will:

- Review this policy, statement and action points with trade unions and professional organisations as appropriate, every 2 years and provide a formal report within 4 years;
- Inform employees as to how pay practices work and how their own pay is determined;
- Provide training and guidance for managers and for those involved in making decisions about pay and benefits and grading decisions;

- Examine 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 pregnancy, maternity, or other authorised leave;
- Undertake regular monitoring of the impact of our practices in line with the requirements of the Equality Act 2010;
- Consider, and where appropriate, undertake a planned programme of equal pay reviews in line with guidance to be developed in partnership with the workforce

Responsibility for implementing this policy is held by the NHS Forth Valley Chief Executive.

If a member of staff wishes to raise a concern at a formal level within NHS Forth Valley relating to equal pay, the Grievance Procedure is available for their use.

**Cathie Cowan**  
Chief Executive

**Linda Donaldson**  
Human Resources Director

**Robert Clark**  
Employee Director