

EQUAL PAY STATEMENT

1. EQUALITY ACT SPECIFIC DUTY – EQUAL PAY STATEMENT

This statement had been agreed in partnership and will be reviewed on a regular basis by the NHS Fife Area Partnership Forum and the Staff Governance Committee.

NHS Fife 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 Fife understands that the right to equal pay between women and men, persons who are disabled and people who are not, and people who fall into a minority racial group and persons who do not, is a legal right under both domestic and European Law. In addition, the Equality Act 2010 (Specific Duties) (Scotland) Regulations require NHS Fife to take the following steps:

- Publish gender pay gap information every two years,
- Publish a statement on equal pay which specifies our policy on equal pay among our employees between men and women, people who are disabled and people who are not, and people who fall into a minority racial group and people who do not,
- Publish information on occupational segregation, being the concentration in particular grades and in particular occupations of women and men, persons who are disabled and people who are not, and people who fall into a minority racial group and persons who do not.

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

NHS Fife 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.

2. EQUALITY ACT GENERAL DUTY

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.

Appendix 2: Equal Pay Statement

We will:

- Review this policy, statement and action points with trades unions and professional organisations as appropriate, every two 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 out 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 Fife Chief Executive.

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

SIGNATURE:
MR DAVID MILLER
Director Of Workforce

SIGNATURE:
MRS WILMA BROWN
Employee Director

REVIEW DATE: 30/04/2025