**Appendix 2: Equal Pay Statement**

**1. NATIONAL CONTEXT**



Each year, [Close the Gap](https://www.closethegap.org.uk/content/gap/) produces information on the gender pay gap in Scotland. The purpose of this is to outline and analyse the key trends in the gender pay gap across various measures to show how it has changed over time.

Recent data from the Office for National Statistics (ONS) Annual Survey of Hours and Earnings data, found the mean gender pay gap has risen by 30%. The mean pay gender pay gap rose from 6.4% in 2023 to 8.3% in 2024, with men seeing an increase of £1 to their pay packet, while women only saw their pay go up by 74 pence. On average, a woman in Scotland earns £16.74 an hour, and a man earns £18.44 an hour. This increase has been driven by a rise in the pay gap within the public sector, while in the private sector the divide has fallen.

Mean pay gap data is calculated by adding together all employee basic hourly rates of pay, for a particular cohort, and dividing this amount by the total number of employees within the same grouping. Median pay gap data is calculated by listing all employee hourly rates of pay, for a particular cohort, and finding the midpoint in the range.

Given that the mean pay gap is calculated from the basic hourly rates of all individual employees, it therefore includes the highest and lowest rates and provides an overall indication of the size of the pay gap. The median basic hourly rate, on the other hand, is calculated by taking the mid-point from a list of all employees’ basic hourly rates of pay and provides a more accurate representation of the ‘typical’ difference in pay that is not skewed by the highest or lowest rates. It is possible however that the median pay gap can obscure pay differences that may be associated with gender, ethnicity or disability.

The gender pay gap is a key indicator of the inequalities and differences that still exist in men and women’s working lives.

However, women are not a homogenous group, and their experiences of the labour market are shaped by their multiple, intersecting identities, which often compound and contribute to the inequalities they face. For example, disabled women and women from particular ethnic groups are more likely to be underemployed in terms of skills and face higher pay gaps.

There is a clear business case for organisations to consider gender equality key to enhancing profitability and corporate performance. Research data indicates that considering gender equality enabled organisations to:

* Recruit from the widest talent pool
* Improve staff retention
* Improve decision making and governance

**1.2 National Terms and Conditions**

NHS Fife employs staff on nationally negotiated and agreed NHS contracts of employment which includes provisions on pay, pay progression and terms and conditions of employment. These include National Health Service Agenda for Change (AfC) Contract and Terms & Conditions of Employment, NHS Medical and Dental (including General Practitioners) contracts of employment. Some staff are employed on the NHS Scotland Executive and Senior Managers contracts of employment which are evaluated using national grading policies with prescribed pay range and terms of conditions of employment.

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 implement pay systems which are transparent, based on objective criteria and free from unlawful discrimination.

NHS Scotland is a Living Wage employer and, as such, the lowest available salary of £24,518 translates into an hourly rate of £12.71 per hour, which is above the Scottish Living Wage rate of £12.60 per hour.

**2. LEGISLATIVE FRAMEWORK**

The Equality Act 2010 protects people from unlawful discrimination and harassment in employment, when seeking employment, or when engaged in occupations or activities related to work. It also gives women and men a right to equal pay for equal work. It requires that women and men and paid on equally favourable terms where they are employed in ‘like work’, ‘work related as equivalent’ or ‘work of equal value’.

In line with the Public Sector Equality Duty of the Equality Act 2010, NHS Fife’s objectives are to ensure we have due regards to the need 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; and
* Promote good relations between people sharing different protected characteristics in the implementation of equal pay.

**3. STAFF GOVERNANCE STANDARD**

NHS Boards work within a Staff Governance Standard which is underpinned by statute. The Staff Governance Standard sets out what each NHS Scotland employer must achieve in order to continuously improve in relation to the fair and effective management of staff.

The Standard requires all NHS Boards to demonstrate that staff are:

* well informed;
* appropriately trained and developed;
* involved in decisions;
* treated fairly and consistently, with dignity and respect, in an environment where diversity is valued; and
* provided with a continuously improving and safe working environment, promoting the health and wellbeing of staff, patients and the wider community.

Delivering equal pay is integrally linked to the aims of the Staff Governance Standard.

**4. EQUAL PAY AND THE GENDER PAY GAP**

Equal pay is a legal requirement. Women and men performing work of the same value must be paid at the same rate.

In contrast, the Gender Pay Gap is a comparison of the average rate of pay for all female staff compared to the average rate of pay for all male staff, regardless of their role.

**5. EQUAL PAY POLICY**

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

It is well recognised that the gender pay gap is caused by a range of societal and organisational factors which include:

* Occupational segregation
* A lack of quality part-time and flexible working opportunities
* The economic undervaluing of work which is stereotypically seen as female work such as care, retail, admin and cleaning
* Women’s disproportionate responsibility for unpaid care
* Bias and a lack of transparency in recruitment, development and progression employment practices
* Workplace cultures
* Pay and grading systems

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 and maternity, religion or belief, sex or sexual orientation.

NHS Fife understands that workers have a right to equal pay between women and men. In addition, the Equality Act 2010 (Specific Duties) (Scotland) Regulations require NHS Fife to take the following steps:

* Publish gender pay gap information by 30 April 2025, and every two years thereafter, using the specific calculation set out in the Regulations;
* Publish a statement on equal pay between men and women; people who are disabled and who are not; and people who fall into a minority racial group and who do not, to be updated every four years; and
* Publish information on occupational segregation among its employees, being the concentration of men and women; people who are disabled and who are not; and people who fall into a minority racial group and who do not, to be updated every four years.

NHS Fife also recognises underlying drivers of pay inequality, including occupational segregation, inequality of unpaid care between men and women, lack of flexible working opportunities, and traditional social attitudes. NHS Fife will take steps within its remit to address these factors in ways that achieve the aims of the NHS Scotland Staff Governance Standard and the Equality Duty.

**6. EQUAL PAY ACTIONS**

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

NHS Fife will:

* Review this policy, statement and action points with trade unions, staff networks and professional organisations as appropriate, every 2 years and provide a formal report within 4 years;
* Inform employees 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 to ensure fair, non-discriminatory and consistent practice;
* 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 our practices in line with the requirements of the Equality Act 2010; including carrying out and using the results of equality impact assessments;
* Consider, and where appropriate, contribute to equal pay reviews in line with guidance to be developed in partnership with the workforce and Trade Union representatives.

Responsibility for implementing this policy is held by the NHS Fife’s Chief Executive with the Human Resources Director having lead responsibility for the delivery of the policy.

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.