

NHS Golden Jubilee Equal Pay Statement

July 2023

This statement has been agreed in partnership and will be reviewed by NHS Golden Jubilee's Area Partnership Forum and Staff Governance Person Centred Committee by 2025.

NHS Golden Jubilee 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 (trans status), marital or civil partnership status, pregnancy, political beliefs, religion or belief, sex or sexual orientation.

NHS Golden Jubilee 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 Golden Jubilee to taking the following steps:

- Publish gender pay gap information by 30 April 2022, and every two years thereafter, using the specific calculation set out in the Regulations;
- 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; and
- 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.

Delivering equal pay is integrally linked to the aims of the Staff Governance Standard. NHS Golden Jubilee understands that the right to equal pay between women and men is a legal right under law. NHS Golden Jubilee is committed to ensuring that pay is awarded fairly and equitably to everyone and will particularly ensure that there is no difference in treatment between people who are disabled and people who are not, and people who fall into a minority ethnic group and people who do not.

Responsibility for implementing this policy is held by the NHS Golden Jubilee Chief Executive with the Director of Workforce 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 Golden Jubilee relating to equal pay, the Grievance Procedure is available for their use.

National Terms and Conditions

NHS Golden Jubilee 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 (A4C) Contract and Terms & Conditions of employment, NHS Consultant and General Practice (GP) and General Dental Practice (GDP) contracts of employment. Some staff are employed on the NHS Scotland Executive contracts of employment (Executive Cohort) which are evaluated using national grading policies with prescribed pay range and terms of conditions of employment.

NHS Golden Jubilee 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; and
- 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 to ensure fair 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 the impact of our practices in line with the requirements of the Equality Act 2010; and
- Consider, and where appropriate, undertake a planned programme of equal pay reviews in line with guidance to be developed in partnership with the workforce and Trade Union representatives.

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.

How the NHS Agenda for Change pay banding works

The Agenda for Change system allocates posts to set pay bands, using the Job Evaluation Scheme. The pay system is designed to:

- Deliver fair pay for non-medical staff based on the principle of 'equal pay for work of equal value'
- Provide better links between pay and career progression using the Knowledge and Skills Framework
- Harmonise terms and conditions of service such as annual leave, hours and sick pay, and work done in unsocial hours