

NHS FORTH VALLEY EQUAL PAY STATEMENT

This statement has been agreed in partnership and will be reviewed on a regular basis by NHS Forth Valley/Staff Governance Committee.

NHS Forth Valley 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 their gender, race, colour, nationality, ethnic and national origin, sexual orientation, age, marital status, religion or belief, or whether or not they have a disability.

NHS Forth Valley understands that the right to equal pay between women and men is a legal right under both domestic and European law, and that other legislation is in place in the UK, concerning race, colour, nationality, ethnic and national origin, disability, sexual orientation, religion or belief, age, and part time and fixed term employees. This legislation includes provisions relating to pay.

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.

Our objectives are to:

Eliminate unfair, unjust or unlawful practices that impact on pay equality

NHS Forth Valley will:

- On an annual basis through our Staff Governance Committee, review and monitor this policy statement and achievement against the key actions detailed below:
- Ensure there are communication 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 pregnancy, maternity or other authorised leave.
- Undertake regular monitoring of the impact of our practices in line with NHS Forth Valley's Diversity and Equality policies and practices.
- Develop and implement a planned programme of equal pay reviews in line with EOC guidance which will be developed in Partnership with staff organisations.


The Accountable Officer in this regard is the Chief Executive, NHS Forth Valley.

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.

We will commence this process following the completion of Agenda for Change reviews.



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DIRECTOR OF HUMAN RESOURCES



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EMPLOYEE DIRECTOR

1 October 2010