

EQUAL PAY STATEMENT



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Revision History:

Version:	Date:	Summary of Changes:	Name:	Changes Marked:
0.1	December 2010	Amendments to Statement following staffside feedback	SA	N
1.0	February 2011	Statement approved		
2.0	February 2015	Updated Statement approved		
3.0	April 2017	Updated Statement approved		

NSS EQUAL PAY STATEMENT

This statement has been agreed in partnership and will be reviewed on a regular basis by the NHS National Services Scotland (NSS) Staff Governance Committee.

NSS supports the principle 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 age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion and belief, sex or sexual orientation, in accordance with the Equality Act 2010.

NSS 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 2012 requires NSS to publish pay gap information on a bi-annual basis.

It is good practice and reflects the NSS Values that pay is awarded fairly and equitably.

NSS 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

NSS 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 any concerns about their pay.
- Ensure that all managers and those involved in making decisions about pay, benefits and grading decisions are provided with training, 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 the NSS' Equality, Diversity and Human Rights Policy.
- Develop and implement a planned programme of equal pay reviews in line with EHRC guidance which will be developed in Partnership with Trade Unions and Professional Organisations.

The Accountable Officer in this regard is the NSS Chief Executive.

If a member of staff wishes to raise a concern at a formal level within NSS relating to equal pay, the NSS Dealing with Employee Grievances Policy is available for their use.