



SCOTTISH AMBULANCE SERVICE

EQUAL PAY STATEMENT

This statement has been agreed in partnership and will be reviewed on a regular basis by the Scottish Ambulance Service Staff Governance Committee

The Scottish Ambulance Service 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.

The Scottish Ambulance Service 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 the Scottish Ambulance Service that pay is awarded fairly and equitably.

The Scottish Ambulance Service 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

We will:

- Review this policy, statement and action points with trade unions and professional organisations as appropriate, on an annual basis.
- 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 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 Scottish Ambulance Service's Diversity and Equality policy.
- Consider, and where appropriate, undertake a planned programme of equal pay reviews in line with the Equal Opportunities Commission guidance to be developed in partnership with the workforce.

Responsibility for implementing this policy is held by the Scottish Ambulance Service Chief Executive.

If a member of staff wishes to raise a concern at a formal level within the Scottish Ambulance Service relating to equal pay, the Resolution of Differences Procedure is available for their use.