



**Scottish  
Ambulance  
Service**  
*Taking Care to the Patient*



# Equal Pay Statement and Gender Pay Gap Information

## April 2023

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## Equal Pay Statement and Gender Pay Gap Information

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We welcome comment about our equalities work and would be pleased to discuss any aspect of it with individuals or groups.

This document can be provided in another format for example in large print, Braille or summary translation, please contact:



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## 1. Our Service

A Special Health Board, the Scottish Ambulance Service is a national operation based at over 150 locations in five Divisions. The Service is now co-located with National Services Scotland, NHS 24, NHS Boards' Out of Hours services and within hospital and GP practice premises. As such, we continue to cover the largest geographic area of any ambulance service in the UK.

The Scottish Ambulance Service operates across public safety, health care, public health and as a universal service providing scheduled, unscheduled and anticipatory care for patients from all groups in remote, rural and urban communities across Scotland. We save lives by responding to life-threatening emergency calls. We help people to live well at home by treating or referring people at the scene and preventing unnecessary hospital admissions. We also take patients requiring clinical care during transport to hospital, in time for their appointment.

## 2. Equality and the gender pay gap

Across the UK, and historically, some women have been paid less than men for doing the same or equivalent work and this inequality has persisted in some areas. In April 2020 the gender pay gap for full time employees was reported as 7.4 per cent with a difference of 15.5 per cent for all employees <sup>1</sup>.

On average women in Scotland earn less per hour than men. The median weekly pay increased by 4.6% for women in 2022, in comparison to 5% for men <sup>2</sup>. The full time gender pay gap has narrowed since equal pay legislation first came in to force, however in 2019 there remained a gap of 10 per cent between men's average hourly pay and women's average hourly pay in Scotland <sup>3</sup>. There are several ways of measuring the gender pay gap, but this figure is the average (or mean) gender pay gap between full-time employees' earnings in Scotland, excluding overtime. The way in which this figure is calculated is recommended by the Equality and Human Rights Commission and it enables comparisons to be made across organisations and sectors.

The pay gap is the key indicator of the inequalities and differences that still exist in men's and women's working lives. This is caused by three main factors, occupational segregation, inflexible working practices and pay discrimination.

## 3. Legislative framework

The Equality Act 2010 gives women (and men) a right to equal pay for equal work. It requires that women and men are paid on equally favourable terms where they are employed on 'like work' or 'work rated as equivalent' or 'work of equal value'

The Equality Act replaces previous legislation, including the Equal Pay Act 1970 and Sex Discrimination Act 1975, and the equality provisions in the Pensions Act 1995. The Act's provisions on equal pay and sex discrimination are intended to ensure that pay and other employment terms are determined without sex discrimination or bias.

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<sup>1</sup> Office for National Statistics – Annual Survey of Hours & Earnings 2020

<sup>2</sup> Office for National Statistics – Annual Survey of Hours & Earnings 2022

<sup>3</sup> Office for National Statistics – Annual Survey of Hours & Earnings 2019

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All Health Boards across NHSScotland, including the Scottish Ambulance Service are required to comply with the 3 aims of the Public Sector Equality Duty under the Equality Act 2010 and meet the requirements of the Equality Act 2010 (Specific Duties) (Scotland) Regulations 2012.

The Equality Act 2010 cites 9 'Protected Characteristics '. These are age, disability, gender, gender reassignment, marriage and civil partnership. Pregnancy and maternity, race and ethnicity, religion and belief and sexual orientation.

The three needs of the Public Sector Equality Duty (the general duty) are as follows:

- Eliminate discrimination, harassment and victimisation and any other conduct that is prohibited under the act
- Advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not
- Foster good relations between people who share a protected characteristic and those who do not

### Specific duties

In line with the Equality Act 2010 (Specific Duties) (Scotland) Regulations 2012 the Scottish Ambulance Service has a duty to:

- Gather employee information and use it to support the delivery of the general duty
- Publish a statement on equal pay
- Gather and publish gender pay gap information

Employee information has been gathered (Workforce Equality Monitoring Report 2021/22) and this has been included in our mainstreaming report published in April 2023. This can be found [here](#).

In addition to gender, the specific duties require that the occupational segregation analysis and reporting consider the following;

- Gender: compares men vs women
- Disability: compares distribution of people who identify as disabled vs. those who identify as not disabled
- Race: compares distribution of persons who fall into a racial minority group and those who do not

This report provides the Scottish Ambulance Service Equal Pay Statement together with details of gender pay gap information and details on occupational segregation. These details are based on the headcount of staff in post in April 2022.

Further details of pay gap information will be published again in April 2025.

The specific duties require that the Equal Pay Statement is reviewed, revised as appropriate and published again in 2025.

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## 4. Equal Pay Analysis

The Scottish Ambulance Service Equal Pay Statement can be seen at Section 7, page 14.

### Occupational segregation

Occupational segregation refers to the distribution of people defined by specific characteristics, for example, by disability, gender or race, into different types of work. Many factors influence this clustering effect including, gender norms and stereotypes; assumptions about men's and women's capabilities, preferences and skills; the culture associated with male dominated occupations and sectors; and access to training and development opportunities. Occupational segregation restricts choices for men and women and the jobs most likely to be done by women are those that are associated with low pay, and fewer opportunities to progress

Occupational segregation occurs both between and within economic sectors, and is typically described in two ways:

Horizontal segregation refers to the clustering of people, e.g. men and women, into different types of work. For example, the majority of nurses are women, while men are more likely to work in facilities and maintenance roles within the NHS Scotland.

Vertical segregation refers to the clustering of people, e.g. men and women, into different levels of work. For example, a higher proportion of women work in lower pay bands, and a higher proportion of men work in senior management within the NHS Scotland.

### Horizontal segregation

The Scottish Ambulance Service continues to employ more men than women. As of 31 March 2022 the Service employed 44 per cent women (a steady increase from 31 per cent in 2007) and 56 per cent men. This is the converse of the rest of NHS Scotland which is predominantly female (79 per cent female staff as of 31 March 2022). Women are represented across all pay bands.

The Table at Appendix 2 shows the distribution of staff across salary pay bands and staff groups. The table at Appendix 3 illustrates the job roles included in the staff groups.

### Staff groups most populated by women

Table 1

Staff group	Percentage of women in group at 2020	Percentage of women in group at 2022
Ambulance Control Centre Accident & Emergency	65	75
Admin & Clerical	69	62
Ambulance Control Centre Patient Transport Service	77	78

The table above shows the percentage of women working in ambulance control for accident and emergency and ambulance control for patient transport service has increased. and the percentage of women in admin and clerical roles has decreased. The number of women employed in nursing roles is also one of the areas which has risen.

**Staff groups most populated by men**

Table 2

Staff group	Percentage of men in group at 2020	Percentage of men in group at 2022
Patient Transport Service	59	61
Accident & Emergency	62	57
Managerial	65	60
Fleet	96	97

The table above shows the percentage of men working in Patient Transport Service and Fleet posts has increased. For Accident and Emergency and Managerial posts, the percentage has reduced.

We continue to monitor applications for posts by gender and we are producing more video clips of men and women in a range of roles to encourage applications from a greater mix of men and women across all vacancies.

**Vertical segregation**

The table below shows the number of women and men working across the different pay bands as of 1 April 2022 and includes the percentage of women and men within each band. Under Agenda for Change terms and conditions of employment the salary scales increase from band 2 up to band 9.

Table 3 - 2022

Band	Women	Percentage	Men	Percentage	Total
2	281	37	473	63	754
3	631	48	681	52	1312
4	205	61	130	39	335
5	875	46	1037	54	1912
6	665	39	1042	61	1707
7	179	42	252	58	431
8A	34	45	41	55	75
8B	15	38	25	62	40
8C	9	35	17	65	26
8D	0	0	4	100	4
Non Agenda for Change	11	52	10	48	21
<b>Totals</b>	<b>2905</b>	<b>44</b>	<b>3712</b>	<b>56</b>	<b>6617</b>

Within salary pay bands 2-3, 44 per cent are women (50 per cent in 2020) and between salary pay bands 4 -5, 48 per cent are women (45 per cent in 2020).

We have seen an increase in the percentage of women employed in bands 6 – 8D. This has increased from 36 per cent in 2020 to 40 per cent in 2022. The review of the Paramedic role resulted in an uplift in salary band from 5 to salary band 6 and this has had a significant impact on the percentage of women in this group.

Of the executive team 44 per cent are women and 56 per cent are men.

The table below shows the number of women and men who work full-time / part-time across the different age bands as of 1 April 2022.

Table 4

Salary pay band	Women		Men	
	Full-time	Part-time	Full-time	Part-time
2	274	7	454	19
3	455	176	603	78
4	167	38	125	5
5	814	61	1012	25
6	559	106	1,003	39
7	161	18	243	9
8	53	5	86	1
Non AfC	6	5	4	6
% of total	38	6	53	3
Totals	2527	422	3583	185

The number of staff working part time rose in 2020 and represented 16 per cent of the workforce (12.7 per cent in 2016), the majority of which were women (64 per cent). There were markedly fewer men and women working part-time employed in more senior roles at band 6 and above. In 2022 the number of people working part time overall dropped to 9%. However these unusual figures can be explained by the significant increase in staff who worked within our Mobile Testing Units, who were employed to temporarily to support Covid 19 activity. These staff were predominantly employed on a full time basis.

### Occupational segregation by disability

On 1 April 2022, 2.4 per cent of the workforce had disclosed that they had a disability. The spread of disabled staff across staff groups and between the pay bands has been analysed. The number of disabled staff is relatively small and as such it is not possible to publish the detailed information as this might identify individuals. We are taking steps to encourage more applications from people who have a disability.

Disabled staff are represented across pay bands 2 - 8 and across all departments. The majority (68 per cent) occupy posts within pay bands 5 - 7. Forty-nine per cent of disabled staff are employed in accident and emergency operations and the majority are men (73 per cent).

It is recognised that there is a gap in the self-disclosure under disability and as of 1 April 2022 20.6 per cent of the workforce had either preferred not to provide this information or this information was unknown. Actions are being taken to address the level of self-disclosure across all protected characteristics and details of these can be found in the Workforce Equality Monitoring Report 2021/22.

### **Occupational segregation by minority ethnic group**

At 1 April 2022, 1.06 per cent of the workforce had disclosed that they were from a black, Asian or minority ethnic background. This included those from African, Chinese, Indian, Pakistani, Caribbean and Mixed origin backgrounds. As numbers were small it was considered appropriate to aggregate these groups together.

The spread of minority ethnic staff across staff groups and between pay bands has been analysed. The number of minority ethnic staff is relatively small and as such it is not possible to publish the detailed information as this might identify individuals.

Minority ethnic staff are represented across pay bands 3 - 8 and across all departments other than Fleet. The majority (69 per cent) occupy posts within pay bands 3 - 5 with the highest majority working within accident and emergency operations. Sixty-five per cent of minority ethnic staff are men.

It is recognised that there is a gap in the self-disclosure under race / ethnicity and as of 1 April 2022 22 per cent of the workforce had either preferred not to provide this information or this information was unknown. Actions are being taken to address the level of self disclosure across all protected characteristics and details of these can be found in the Workforce Equality Monitoring Report 2021/22.

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## 5. Gender pay gap

The percentage difference in pay requires an average hourly rate to be calculated excluding overtime (mean average).

Table 5 shows the overall average hourly rate for comparison in 2020 when the figures were last collated and published (2021).

The Table 6 shows the overall average combined hourly pay rate per employee (£) across all categories of staff and bands as of April 2022. The majority of staff are on agenda for change terms and conditions of employment with the exception of the Senior Executive Cohort.

Table 5 – 2020

Female			Male			% Difference M:F		
PT	FT	All	PT	FT	All	PT	FT	All
13.38	14.21	14.05	13.06	14.98	14.86	-2%	+5%	+5%

Table 6 – 2022

Female			Male			% Difference M:F		
PT	FT	All	PT	FT	All	PT	FT	All
15.44	15.52	15.50	15.25	16.22	16.17	-1%	+4%	+4%

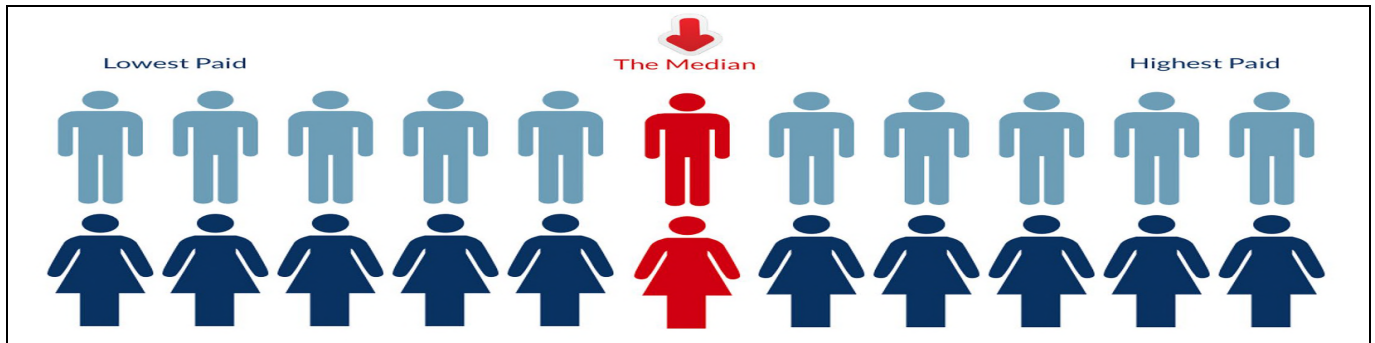
Overall, the percentage difference between women's and men's average hourly rate is 4 per cent. It is encouraging to see that this difference has steadily reduced from 10 per cent in 2012 when this figure was calculated for the first time. We have seen an increase in the number of women and men working part-time. It is recognised that the average hourly rate for women working part time is greater than the rate for men working part time. However, this difference decreased from 5 per cent in 2012 to 1 per cent in 2022.

The average hourly rate for men working full time is greater than the average hourly rate for women working full time. It is encouraging to note that this difference reduced from 6 per cent in 2018 to 5 per cent in 2020. It decreased again to 4 percent in 2022.

The median average pay gap is 20.7 per cent. The figures above show the mean average and this measures the difference between the average hourly rate for men and women. The median is calculated using the midpoint hourly rate for men and women. The median average is useful as the figure is not distorted by very large or very small pay rates.

The most recent national figures for the median gender pay gap show that this rose from 3 to 3.7 per cent for full time employees between 2021 and 2022. This is below the gap of 7.2 per cent seen in 2019, which shows a continuing downward trend. The gap among all employees is

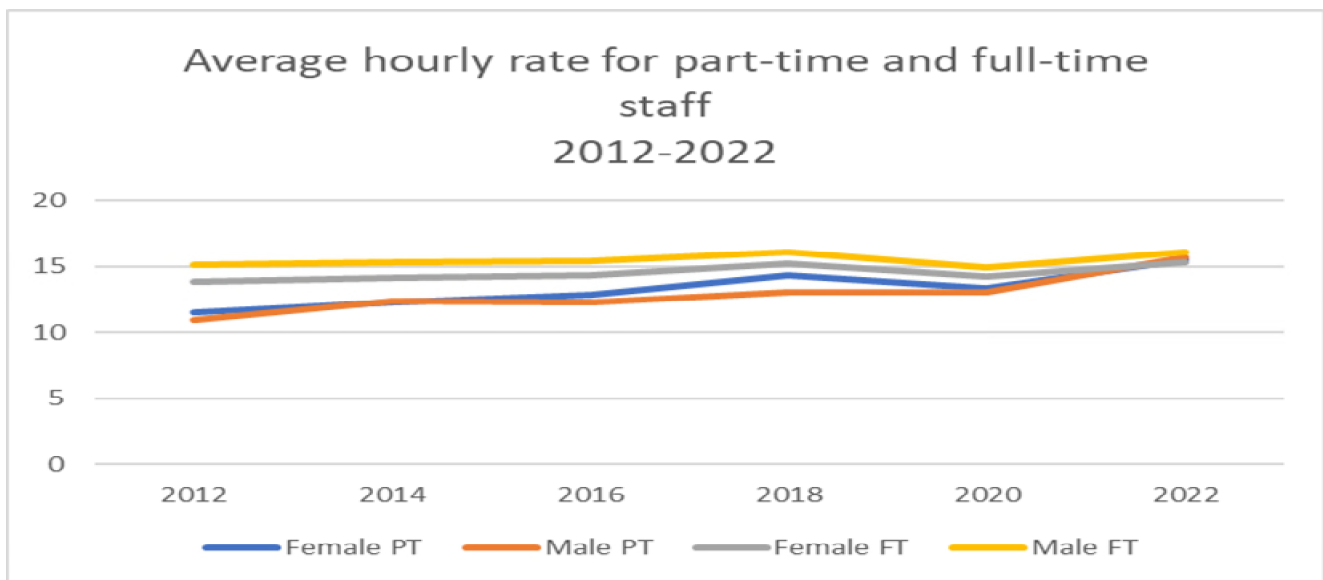
higher at 12.2 per cent driven by more women working in part time jobs which are lower paid (Source – Office for National Statistics – April 2022). The Scottish Ambulance Service median pay gap is generally lower than the national figure for all employees. Our analysis is based upon the mean average so that year on year comparisons can be readily made.



The gender pay gap can be explained by two factors. First, our staffing establishment - there are proportionately more men employed in senior posts attracting higher average hourly rates of pay. The second factor is one of timing and organisational structure. The majority of new recruits are operational staff joining the Service at salary bands 3 to 5. The majority of staff are male and most operational staff have significant service with the organisation. More men are therefore employed at the top of these pay bands than women, attracting a higher rates of pay. This is certainly true for the 2022 figures which shows the median payrate for men is for those at the top of band 5 and for women it is the top of band 3.

The chart below illustrates the difference in the average hourly rate for men and women, for part time and full time staff and how these rates have changed between 2012 and 2022.

Chart 1



We have over the last few years begun to attract more women into operational posts. Between April 2019 and March 2020, 54 per cent of job applicants were women (36 per cent 2011/12). During 2021/22 proportionately less women joined the Scottish Ambulance Service (40 per cent

of new recruits). In April 2022 figures, 48 per cent of new starters were women (45 per cent 2020/21). Women leaving the Scottish Ambulance Service accounted for 44 per cent of the total leavers compared with 40 per cent in 2020/21. However, the number of female staff overall has steadily increased over the last few years and now represents 44 per cent of the total. Over time, we would expect to see them progress through to Paramedic and Team Leader posts (both salary band 6) as male recruits have done over the years.

Part-time staff have a lower average hourly rate than full -time staff – this is true of male and female staff although the difference is more marked with male staff. The hourly rate differential is partly explained by the fact that many more part-time staff work in bands 2– 3 than in more senior grades.

Comparisons can be made across other Health Boards for those staff groups on agenda for change pay and conditions of employment. Not all figures are available or disaggregated however looking at a small sample of the percentage differences published in 2019 the difference ranged between 4 - 17 per cent. In 2019 the Scottish Fire and Rescue Service reported a percentage difference of 4.42 per cent for all staff and Police Scotland a difference of 3.9 per cent.

The percentage pay gap differences for the public sector in 2020 can be seen below.

**Table 7**

	Overall pay gap percentage	Full-time pay gap percentage	Part-time pay gap percentage
Public sector	14.5	11.4	22.2

Source Office of National Statistics 2020 - Annual Survey of Hours and Earnings

The table below illustrates the gender pay gap for part-time and full-time staff across key staff groups.

**Table 8 – 2022**

Staff group	Female			Male			% Difference M:F		
	PT	FT	All	PT	FT	All	PT	FT	All
Accident & Emergency	18.01	15.36	15.58	17.98	16.09	16.15	-0%	+5%	+4%
Patient Transport Service	12.01	11.86	11.91	11.82	11.82	11.82	-2%	-0%	-1%
Ambulance Control	13.39	13.29	13.33	12.48	13.96	13.82	-7%	+5%	+4%
Fleet					16.88	16.88			
Admin & Clerical	14.29	13.60	13.71	16.18	14.59	14.64	+12%	+7%	+6%
Ancillary			11.05	11.05	11.14	11.13			+1%
Managers	24.61	24.49	24.50	23.80	24.85	24.82	-3%	+1%	+1%
Nursing	21.56	21.43	21.50	21.33	21.51	21.48	-1%	+0%	-0%

It is interesting to note that the gap for all groups, with the exception of admin and clerical, fall below the 5 per cent difference between men and women's average hourly pay for the Scottish Ambulance Service overall.

The pay gap percentage difference for the admin and clerical group is 6 per cent, that is the average hourly rate for men is higher than that for women. This has reduced from 12 per cent in 2020. The percentage difference in the pay gap for the admin and clerical staff group can be partly explained by the greater span of salary bands covering band 2 to band 6 and therefore a broader range of salary levels compared with Patient Transport Service staff group for example which covers salary bands 2 – 4. Sixty-two per cent of staff in the admin and clerical group are women. This difference will be closely monitored to identify any trends going forward which warrant further investigation.

## 6. Positive action to enhance attraction, development and retention of under-represented groups

### Glasgow Centre for Inclusive Living

NHS Chief Executives supported the establishment of the Glasgow Centre for Inclusive Living Equality Academy's Professional Careers Programme within NHS Scotland Boards. The overall aim of this programme is for each Health Board to provide a two-year employment opportunity for a disabled graduate by providing them with a challenging and rewarding experience of employment. A new graduate joined the Scottish Ambulance Service in January 2021. The graduate who completed the programme previously was successful in applying for a permanent full time post within the Scottish Ambulance Service.

### Disability Confident symbol 'Positive about disabled people'

In recognition of our commitment to equality and diversity, the Scottish Ambulance Service has agreed to take action to meet five commitments regarding the employment, retention, training and career development of staff with a disability. The five commitments under the 'Positive about disabled people' initiative are;

- To interview all disabled candidates who meet the minimum criteria for a job vacancy and consider them on their abilities.
- To ensure there is a mechanism in place to discuss with disabled employees what can be done to make sure they can develop and use their abilities. Discussions may take place any time, and will take place once a year.
- To make very effort when employees become disabled to make sure they stay in employment.
- To take action to ensure that all employees develop the appropriate level of disability awareness needed to make these commitments work.
- To review these commitments and what has been achieved annually and to plan ways to improve them.

After a review in November 2020 membership of the Disability Confident scheme was renewed.

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## Modern Apprenticeships

The Scottish Ambulance Service has previously employed 3 Modern Apprentices (MA) employed in the fleet and procurement departments. Plans are underway to recruit 2 MA in the human resources team. Further consideration will be given as to how we can use MA to expand job and career opportunities for young people in a way that tackles occupational segregation by placing young men and women into roles where there has been under-representation.

## Flexible working

There are markedly fewer men and women working part-time employed in more senior roles at band 6 and above. We recognise the need to enable our staff to work flexibly. This is particularly important for female staff who have a disproportionate responsibility for care. Having a flexible approach to quality part-time working options results in women being employed at the right level to utilise their skills, qualifications and experience.

## Remuneration Committee

The Scottish Ambulance Service Remuneration Committee meets twice per year. The Committee ensures the application and implementation of fair and equitable pay systems on behalf of the Board, as determined by Ministers and the Scottish Government. The Remuneration Committee may also consider additional confidential remuneration related matters on behalf of the Board.

## Pension provisions and retirement

Staff have access to the pension provisions and retirement section on the HR pages on the intranet. Details can be found here relating to pension contributions, how to obtain estimates of pensions and benefits and how to book on a retirement workshop. Retirement courses are run 4 times a year and HR teams promote details of these locally.

It is recognised that women save significantly less than men towards pensions, are less likely to understand pension products and a high proportion do not know how much to save for a comfortable retirement (Source: research by Fawcett Society & Scottish Widows). The Scottish Ambulance Service encourages staff considering retirement to participate in a retirement workshop. This is a one day course which discusses retirement in general terms as well as specific details regarding finances and pension rights.

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## 7. Equal Pay Statement



**Scottish  
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# Equal Pay Statement

## April 2021

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## Equality Act 2010 Specific Duty - Equal Pay Statement

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

The Scottish Ambulance Service is committed to the principles of equality of opportunity in employment and believes in the principle 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, political beliefs, religion or belief, sex or sexual orientation.

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. In addition, the Equality Act 2010 (Specific Duties) (Scotland) Regulations 2012 require the Scottish Ambulance Service to take the following steps:

- Publish gender pay gap information by 30 April 2021 and every 2 years thereafter
- Publish a statement on equal pay between men and women by 30 April 2021, and to include the protected characteristics of race and disability.

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.

### 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
- Promote good relations between people sharing different protected characteristics and those who do not in the implementation of equal pay

### We will:

- Review this policy, statement and action points with trades unions and professional organisations as appropriate, every 2 years and provide a formal report within 4 years;
- Ensure there are communication systems in place to 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 consistent and fair 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;

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- 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 Trades Union Representatives.

The breakdown of staff by category and band can be seen at Appendix 2.

Responsibility for implementing this policy is held by the Scottish Ambulance Service Chief Executive with the Director of Workforce having lead responsibility for the delivery of this policy.

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

**National terms and conditions:**

The Scottish Ambulance Service employs staff on nationally negotiated and agreed NHS contracts of employment which includes provision on pay, pay progression and terms and conditions of employment. These include National Health Service Agenda for Change Contract Terms & Conditions of employment and NHS Consultant contracts of employment. Some staff are employed on NHS Scotland Executive contracts of employment which are evaluated using national grading policies with prescribed pay ranges and terms and conditions of employment.

**Staff Governance Standard:**

NHS Scotland 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 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.

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**Next steps**

We said in our equal pay statement and gender pay gap report in 2017 that we would take a number of steps. This is what we did, the results and what we plan to do next.

<b>1. Continue to monitor the salary spine point allocated to new employees to ensure this is consistently applied. Annual check to be carried out in April each year</b>		
<b>Actions</b>	<b>Results</b>	<b>Next steps</b>
This information has been monitored through the payroll system.	Requests to place new starters on a higher salary spine point at the commencement of employment have been made for men and women. Requests have been approved by Deputy Directorate of HR / HR Managers in keeping with the Salary Placement Manager Guidance and Agenda for Change Handbook. Recruiting managers are responsible for determining if an individual's previous level of experience warrants a higher starting salary. There has been no disproportionate application of this process.	Continue to monitor this annually.
<b>2. Conduct an analysis of applicants for vacancies where there has traditionally been under-representation of men or women. Identify any emerging barriers and actions / initiatives to support an increased number of applicants including men and women for all posts.</b>		
<b>Actions</b>	<b>Results</b>	<b>Next steps</b>
(a)Conduct a more detailed analysis of applications for posts to identify where there is most under-representation of men and women.  Through discussions with staff groups identify any actions to	An analysis identified roles which were predominantly occupied by men and women. Recruitment campaigns for four key operational roles were highlighted. These were Technician & Paramedic	Produce video clips of men and women in a range of operational roles.  Monitor the proportion of women applying for posts where there is underrepresentation of men
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<p>be taken to eliminate barriers.</p> <p>Review recruitment literature to identify if there are ways of promoting roles more specifically for men and women.</p>	<p>(predominantly occupied by men) and Scheduled Care Call Handler &amp; Emergency Dispatchers (predominantly occupied by women).</p> <p>We have identified that imagery used on recruitment web pages could be improved to show men and women in operational roles. Video clips of staff in a variety of support roles have been produced.</p> <p>We have seen an increase in the percentage of female applicants for Technician / Paramedic roles and an increase in the male applicants for Call Handler posts but so far we have not seen an increase in male applications for Dispatch posts.</p>	<p>and women.</p> <p>Conduct an analysis of staff groups including relief / rostered staff by gender.</p>
<p>(b) Monitor applications from young people and women.</p> <p>Continue to promote SAS at careers fairs and engagement events targeting young people, people who are disabled and those from minority ethnic communities.</p>	<p>The largest proportion of applicants in 2020 were from the 16 – 25 age group (19 per cent in 2019/20). In 2022 this figure dropped to 6.8%</p> <p>40 per cent of applications were from women in 2021/22.</p> <p>SAS has attended a variety of careers fairs and events albeit more limited during the pandemic. Attendance is slowly rising again, with more planned for 2023</p>	<p>Monitor applications from men, women, young people, people who have a disability and those from black, Asian and minority ethnic groups.</p>

**3. Monitor and review access to career development opportunities and in particular identify whether there are particular barriers to progression for part-time staff.**

Actions	Results	Next steps
<p>(a) A number of actions are being taken forward including;</p>	<p>Training has been provided for managers.</p>	<p>Adopt a central logging system for all flexible working applications to enable easier</p>

<ul style="list-style-type: none"> <li>- communication and training for managers around the flexible working policy and accessing training and development opportunities</li> <li>- the flexible working policy will be reviewed and revised by end 2016</li> <li>- flexible working applications will be logged centrally to enable better analysis / trends to be identified</li> <li>- flexible working options to be advertised through recruitment</li> </ul>	<p>The flexible working policy was reviewed, revised and approved in September 2017. The OF policy is currently out for consultation</p> <p>Flexible working applications are being logged in a number of ways locally and at National Headquarters.</p> <p>Part-time options were been advertised for 6.5 per cent of posts during 2019/20. Figures for 2022 not available yet.</p>	<p>access.</p> <p>Analyse flexible working applications by gender.</p>
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## Staff in post by category and salary band as at April 2022

## Appendix 1

Band	A&E crew		PTS crew		Ambulance Control Centre		Fleet		Ancillary		Admin & Clerical		Managerial		Nursing	
	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M
2			277	441					4	32						
3	2	1	364	585	175	55	1	2		7	89	25				
4			14	12	112	54	1	1			78	61				
5	797	914			37	33		53			29	31			2	2
6	576	918						9			28	23			27	3
7	43	46											117	177	18	14
8A													28	40	6	1
8B													15	25		
8C													9	17		
8D														4		
Medical													2	6		
Total	1418	1879	655	1038	324	142	2	65	4	39	224	140	171	269	53	20
Total by %	43	57	39	61	70	30	3	97	9	91	62	38	39	61	73	27
Total F & M	3297		1693		466		67		43		364		440		73	

Non Agenda for Change	
F	M
9	4

## Appendix 2

### Staff groups

Staff group	Categories included
Accident and Emergency crew	Technicians, Paramedics, Urgent Tier, Special Operations Response Teams (A & E), Auxiliaries
Patient Transport Service crew	Ambulance Care Assistants, Special Operations Response Teams (PTS)
Ambulance Control Centre	Call Takers, Dispatchers, Clinical Advisors, Supervisors
Fleet	All non admin and clerical workshop staff up to band 5
Ancillary	Domestic staff, estate staff and vehicle washers
Admin and clerical	All admin and clerical staff not covered by another category
Managerial	General Managers, all band 7 and above (excluding Area Service Managers)