



# Highlands & Islands Fire & Rescue Service

## Equal Pay Statement

1. Highlands & Islands Fire & Rescue Service supports the principle of equal opportunities in employment and believes as part of that principle that staff of different age, race, colour, nationality, ethnic or national origin, disability, sexual orientation, gender (including staff who have undergone gender re-assignment), marital or parental status, religion, political belief or socio-economic background and with/without trade union membership, should receive equal pay for the same or broadly similar work, for work rated as equivalent and for work of equal value.
2. The right to equal pay free of sex bias is a fundamental principle of European Community law and is conferred by United Kingdom legislation through the Equality Act 2006. Also, the Race Relations (Amendment) Act, 2000 places a general statutory duty to promote race equality and the Disability Discrimination Act, 1995 requires organisations not to discriminate against people with disabilities. The implementation of the EU directive on fixed term work and resultant UK regulations aimed at preventing fixed-term employees being treated less favourably than similar permanent employees, include pay as part of their remit.
3. It is good practice that pay is awarded fairly and equitably and is in direct support of the Service's policy on diversity and equality.
4. In order to achieve equal pay for employees doing equal work we will operate a pay system, which is transparent, based on objective criteria, and free from unlawful bias. We will use the evaluation process adopted for rank to role which was developed using the guiding principles detailed in the relevant guidance from the NJC. For non-uniformed staff, all posts will go through evaluation as part of the single status review.
5. In order to put our commitment to equal pay into practice and following the implementation of Single Status we will:

Implement an equal pay review in line with EOC guidance for all current staff and starting pay for new staff (including those on maternity leave, career breaks, or non-standard contracts) in a planned programme in partnership with the workforce as outlined in our Gender Equality Scheme action plan.

Implement actions in a planned programme in partnership with the workforce.

Carry out regular monitoring of the impact of our practices in line with the HIFRS Diversity and Equality policy.

Inform employees of how these practices work and how their own pay is arrived at (on request from a role holder) and respond to grievances on equal pay as a priority.

Provide guidance for managers involved in decisions about pay and benefits.

Monitor pay statistics annually.

Discuss and seek agreement of this equal pay policy with employees and trades unions.