

CROWN OFFICE AND PROCURATOR FISCAL SERVICE

EQUAL PAY POLICY

Policy Statement

COPFS is committed to the principle of equal pay for all employees. We aim to eliminate any sex bias in our pay systems.

We understand that equal pay between men and women is a legal requirement under both domestic and European law.

We recognise that it is in the interest of the organisation to ensure that we have fair and just pay systems. It is important that employees have confidence in the process of eliminating sex bias and we are therefore committed to working in partnership with the FDA and PCS to ensure we provide equal pay.

We believe that in eliminating any sex bias in our pay system we are sending a positive message to our staff and the wider public. It is important for all concerned to have a fair and transparent reward system. We recognise that avoiding unfair discrimination will improve morale and enhance performance.

Equal Pay Objectives

1. Eliminate any unfair, unjust or unlawful practices
2. Take appropriate remedial action
3. Carry out an equal pay review (following on from the review carried out in 2004) in line with the EOC guidance for all current staff and starting pay for new entrants
4. Plan and implement actions in partnership with FDA and PCS
5. Provide training and guidance for those involved in determining pay
6. Inform staff of how these practices work and how their own pay is determined
7. Respond to grievances on equal pay in line with departmental grievance policy
8. In conjunction with TUs monitor pay statistics annually

[Click here](#) to see COPFS Gender Equality Action Plan .