

Executive Summary

Healthcare systems around the world have faced continuous and increasing pressure to reduce costs and increase productivity. In order to remain competitive in today's economic environment, healthcare organizations have employed human resource management strategies. Pay equity is a term used to mean the payment of the same level of wages to people belonging to different genders, races, cultures or disabilities with the same job description. Job evaluation and analysis have become essential in today's working environment to establish equality of pay for all genders, ethnicities and occupations.

To this end, the United Kingdom Parliament has passed several laws not only defining discrimination and harassment but also identifying the rights of the victims as citizens and employees. The National Health Service is a healthcare provider situated in the United Kingdom which operates on the principle of free universal healthcare. Questions have been raised regarding the effectiveness of its job evaluations and its effects on the pay of its employees. These problems may also extend to their partnerships in the private sector, and the quality of healthcare they provide.

The National Health Service has endeavored to find solutions to these issues by creating proposals that are geared toward increasing patient and employee confidence in the healthcare organizations. Presently, it has only partially succeeded in its goals. The objective of this study is to evaluate the job criteria of people employed in the healthcare organizations, thereby enabling them to determine the levels of implementation of pay equity principles.