

Mr Colin Beattie MSP
Chair
Scottish Commission for Public Audit Scotland
Room T3.40
Scottish Parliament
Edinburgh
EH99 1SP

22 January 2018

Dear Mr Beattie

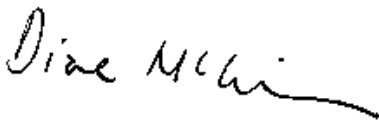
I understand the Scottish Commission for Public Audit is interested in our review and reporting processes on gender and equal pay. Audit Scotland is committed to the principle of equal pay for work of equal value for all employees and to bias-free reward systems.

We carry out an equal pay review and publish gender pay gap information every two years, in line with the statutory requirements under the Equality Act 2010 (Specific Duties) (Scotland) Regulations 2012. Our HR and Finance team produce data on equal pay for review by our Diversity and Equality Steering group, which includes colleagues from across Audit Scotland, including a representative from the PCS trade union. The Remuneration Committee of the Board also consider the data.

We published our main report on equal pay in February 2017. The findings were summarised in our Equality Outcomes and Mainstreaming Progress Report 2015-2017, which was published in April 2017. That report is considered by the Audit Scotland Board, published online, and has been shared with the Secretary to the SCPA.

I hope this provides the required detail for the SCPA, however, please do not hesitate to get in touch if you would like more information.

Yours sincerely



Diane McGiffen
Chief Operating Officer