



THE SCOTTISH OFFICE

National Health Service in Scotland
Management Executive

COMMON SERVICES AGENCY	
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NHS
MEL(1994)32

St. Andrew's House
Edinburgh EH1 3DG

Dear Colleague

EQUAL OPPORTUNITIES: WOMEN IN THE NHS IN SCOTLAND

Summary

1. This letter reminds NHS employers to report their progress on the initiatives set out in NHS Circular GEN(1993)3 of 10 March 1993 on Equal Opportunities.
2. It also provides an update on the work of the Equal Opportunities Steering Group, seeks volunteer employers to take part in a major blockage research survey to determine the barriers to women's career development and invites examples of good employment practice.

Action

3. Employing authorities are reminded that they are required to report their progress to promote the goals and objectives set out in NHS Circular GEN(1993)3 of 10 March 1993 by 31 March each year. It is proposed to publish the resultant analysis.
4. Expressions of interest are sought from employing authorities by 31 March to participate in the blockage survey research (paragraph 1 of Annex).
5. Employers are asked to provide details of information they may have about any similar research and of examples of good employment practice or policy within or outwith the NHS (paragraph 2 of Annex).
6. This letter should be copied to Unit General Managers for action as required.

Yours sincerely

A J MATHESON
Director of Manpower

24 March 1994

Addressees

For action:

General Managers,
Health Boards

General Manager,
Common Services Agency

General Manager, State
Hospital

Chief Executives, and
Chief Executives
Designate NHS Trusts

For information:

General Managers, HEBS

To be copied to:

Unit General Managers
and Personnel Officers
for information

**Enquiries and
expressions of
interest to:**

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Our Ref: WCG/11/5

EQUAL OPPORTUNITIES STEERING GROUP

1. The Equal Opportunities Steering Group is commissioning research aimed at enhancing opportunities for women by identifying and addressing barriers to their career progression. In order to find out where, what and why the barriers are, it is proposed to ask consultants to tender to conduct a blockage survey covering 5 representative NHS employers. Full details of the survey are being worked out but it will in any event concentrate on women managers and aspirant women managers. This will entail completion of a questionnaire by both employers and employees with a follow-up personal interview. In addition, the managers (men and women) of those employees will be interviewed. Participation for both employer and employees will be on a voluntary basis. The Steering Group is therefore looking for volunteer employers to take part in this research.

2. Employers or individuals may previously have conducted similar research in this area. If so, the Steering Group would be interested to see the research conclusions.

3. In addition to the research outlined above, the Group is considering best practices in the area of enhancing opportunities for women. The Steering Group would therefore be interested in any examples of good employment practice or policy within or outwith the NHS which could be usefully networked within the NHS in Scotland. Any such examples should be drawn to the attention of the Management Executive.