



# **NHS Grampian Equal Pay Monitoring Report 2021**

**June 2021**

This document is also available in large print, and in other formats, upon request. Please contact Corporate Communications on Aberdeen (01224) 552245 or 551116.

# Contents

	<b>Page</b>
<b>1. Why produce this report?</b>	<b>3</b>
<b>2. The NHS Grampian Equal Pay Statement</b>	<b>4</b>
<b>3. Gender Pay Analysis</b>	<b>5</b>
<b>4. Disability Pay Analysis</b>	<b>7</b>
<b>5. Ethnicity Pay Analysis</b>	<b>8</b>
<b>6. Occupational segregation by Gender</b>	<b>10</b>
<b>7. Occupational segregation by Disability</b>	<b>11</b>
<b>8. Occupational segregation by Ethnicity</b>	<b>11</b>
<b>9. How to make Comments</b>	<b>11</b>
<b>10. Acknowledgements</b>	<b>12</b>
<b>Appendix I</b>	<b>13</b>
<b>Appendix II</b>	<b>14</b>
<b>Appendix III</b>	<b>17</b>
<b>Appendix IV</b>	<b>19</b>
<b>Appendix V</b>	<b>20</b>
<b>Appendix VI</b>	<b>21</b>
<b>Appendix VII</b>	<b>22</b>
<b>Appendix VIII</b>	<b>23</b>
<b>Appendix IX</b>	<b>28</b>
<b>Appendix X</b>	<b>28</b>

## 1. Why produce this report?

The Equality Act 2010 (Specific Duties) (Scotland) Regulations 2012, came into force on 27<sup>th</sup> May 2012. The Regulations included a number of measures to monitor how well public bodies are meeting their equality duties. This is the Equal Pay Report and assesses how well NHS Grampian is meeting its legal duty to pay staff fairly. The equal pay monitoring measures include:

(i) A requirement for public bodies to publish every two years information on any Gender Pay Gap. This information should be shown as any difference:

- "... between the men's average hourly pay (excluding overtime) and women's average hourly pay (excluding overtime)."
- The information published must be based on the most recent data available.

(ii) Public bodies must publish every four years a statement on Equal Pay.

(iii) From 2017 onwards, every second Report, i.e. every fourth year, the Equal Pay Report must be expanded to include pay information for:

- persons who are disabled and persons who are not
- persons who fall into a minority racial group and persons who do not

(iv) The Report must also include information on any occupational segregation amongst its employees: "being the concentration of –

- men and women;
- persons who are disabled and persons who are not: and
- persons who fall into a minority racial group and persons who do not in particular grades and in particular occupations."

Again, this information published must be based on the most recent data available.

This is the NHS Grampian Equal Pay Monitoring Report 2021. As the year four Report, as required by law, it also includes detailed information on any disability or ethnicity pay gap.

## **2. The NHS Grampian Equal Pay Statement**

NHS Grampian is committed to the principles of equality of opportunity in employment and believes that staff should receive equal pay for the same or broadly similar work, or work rated as equivalent and for work of equal value. This will apply regardless of an employees:

- Race
- Disability
- Age
- Sex (male or female)
- Sexual orientation
- Gender reassignment
- Pregnancy and maternity
- Marriage and civil partnership
- Religion or belief

NHS Grampian recognises that in order to achieve equal pay, it should operate pay systems which are transparent, based on objective criteria and free from unlawful bias.

NHS Grampian also wishes to comply fully with the Public Sector Equality Duty as defined in the Equality Act 2010, Part 11, Chapter 1, Section 149 which states:

“(1) A public authority must, in the exercise of its functions, have due regard to the need to-

(a) eliminate discrimination, harassment, victimisation and any other conduct that is prohibited under this Act,

(b) advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it;

(c) foster good relations between persons who share a relevant protected characteristic and persons who do not share it.”

NHS Grampian is committed to:

- Informing employees how pay regulations operate and how their own pay is calculated.
- Providing training for managers and for those involved in making decisions about pay and benefits and grading decisions.
- Examine our existing and future pay practices for all of our employee, including part-time workers, those on fixed term contracts or contracts of unspecified duration, and those on pregnancy, maternity and other leave.
- Undertake regular monitoring of the impact of our practices in line with the requirements of the Equality Act 2010.
- Consider and where appropriate, undertake a planned programme of equal pay reviews in line with guidance to be developed in partnership with the workforce.
- Follow up promptly any concerns raised by staff or their representative organisations about pay or terms and conditions.

### **3. Gender Pay Analysis**

A Summary of the Gender Pay Analysis is shown at Appendix I. The detailed information from which the Summary is compiled is shown at:

- Appendix II for Agenda for Change
- Appendix III for Medical and Dental
- Appendix IV for Senior Managers

#### **(i) Agenda for Change**

90.15% of NHS Grampian staff (21,452) are in the Agenda for Change Category. In this category female staff receive on average 58 pence per hour more than male staff. The figures are:

	<b>Females</b>	<b>Males</b>	<b>Difference</b>
<b>Average hourly basic rate</b>	£14.93	£14.35	+58 pence

**(ii) Medical and Dental**

9.75% of NHS Grampian staff (2,320) are in the Medical and Dental Category. In this category female staff receive on average £3.19 per hour less than male staff. The figures are:

	<b>Females</b>	<b>Males</b>	<b>Difference</b>
<b>Average hourly basic rate</b>	£27.88	£31.07	-£3.19

Much of this differential is due to consultant salaries. Of the 570 consultants, 341 are male and 229 are females. Male consultants on average earn £1.41 per hour more than female consultants. These figures indicate that there is a gender pay gap, but with further scrutiny, this might be explained in full or part by incremental progression.

	<b>Females</b>	<b>Males</b>	<b>Difference</b>
<b>Consultants Average hourly basic rate</b>	£46.89	£48.30	-£1.41

**(iii) Senior Managers**

0.097% of NHS Grampian staff (23) are in the Senior Manager Category. The figures are:

	<b>Females</b>	<b>Males</b>	<b>Difference</b>
<b>Average hourly basic rate</b>	£44.58	£47.40	*-£2.81

\*1 pence difference due to averaging out of the figures

Given the small numbers involved, it is not possible to draw any firm conclusions from pay in this category.

#### **(iv) Overall Gender Pay**

Within NHS Grampian, female staff in the Agenda for Change Category (18,372 staff or 77.21% of total staff) receive 58 pence per hour more than male staff.

Male Hospital and Medical Dental Staff receive on average staff £3.19 more per hour than female staff, but with further scrutiny, this might be explained in full or part by incremental progression.

Male Executive and Senior Managers earn on average £2.81 more than female Senior Managers, but with further scrutiny, this might be explained in full or part by incremental progression.

These figures indicate that there is a gender pay gap, both positive and negative within groups, but within the workforce as a whole this is negligible.

#### **4. Disability Pay Analysis**

A Summary of the Disability Pay Analysis is shown below. The detailed information from which the Summary is compiled is shown at:

- Appendix V for Agenda for Change
- Appendix VI for Medical and Dental
- Appendix VII for Senior Managers

There is an average pay differential between staff who have identified themselves to us as having a disability and staff who have identified themselves as not having a disability of £1.33. Extracting this information shows:

	<b>Staff with a disability</b>	<b>Staff without a disability</b>	<b>Difference</b>
<b>Average hourly basic rate</b>	£15.29	£16.62	+£1.33

The biggest differential occurs for Medical and Dental staff where the figures are:

<b>Medical and Dental Staff Average hourly basic rate</b>	<b>Staff with a disability</b>	<b>Staff without a disability</b>	<b>Difference</b>
	£21.65	£33.24	+£11.59

### **Overall Disability Pay**

There is a Disability Pay Gap. The reasons for this difference will require further scrutiny, but may in part be explained by physical capability.

## **5. Ethnicity Pay Analysis**

A Summary of the Ethnicity Pay Analysis is shown below. The detailed information from which the Summary is compiled is shown at:

- Appendix VIII for Agenda for Change
- Appendix IX for Medical and Dental
- Appendix X for Senior Managers

The definition of ethnicity given in the Equality Act 2010 (Specific Duties) (Scotland) Regulations 2012 is:

“persons who fall into a minority racial group and persons who do not”

Using this official definition, by far the largest ethnic staff group are staff in the indigenous “White Scottish” Census Category. Accordingly, by definition, staff in all other ethnic groups within NHS Grampian are members of a “minority racial group”.

The Ethnic Pay Summary is shown below:

## NHS Grampian Ethnic Pay Summary

<b>NHS Grampian Pay Rates by Ethnic Group, 2021</b>		
<b>Ethnic Category</b>	<b>Total No. of Employees</b>	<b>Average Basic Hourly Rate</b>
African	266	£14.97
Asian	1086	£17.62
Caribbean or Black	48	£16.41
Declined	5608	£16.05
Don't Know	1290	£13.85
Mixed or Mutliple Group	110	£16.67
Other	120	£19.81
White - Gypsy Traveller	15	£11.37
White - Irish	241	£19.60
White - Other	860	£15.53
White - Other British	2164	£18.78
White - Polish	32	£14.37
White - Scottish	11955	£16.11

Excluding the “declined” and “Don’t know” categories whose ethnicity is unknown and using the “White Scottish” category average pay rate of £16.11 as the benchmark, this gives:

- Staff in 6 ethnic categories earned **more** on average than White Scottish staff
- Staff in 4 ethnic categories earned **less** on average than White Scottish Staff

In numerical terms this is:

- 3,769 staff earned **more** on average than White Scottish Staff
- 1,173 staff earned **less** on average than White Scottish Staff

The figures show that there is no ethnicity pay gap in NHS Grampian pay.

## **6. Occupational segregation by Gender**

There is no intentional occupational segregation in NHS Grampian, nor is there any gender bias in the filling of posts. NHS Grampian is careful to promote all healthcare posts as being open to both males and females equally. All NHS Grampian staff appointments are made on merit, free from any gender bias. However, there are still historical issues to be addressed, especially in the field of Nursing and Allied Health Professions (AHP), these are explored below.

### **(i) Nursing and Allied Health Professionals (AHP's)**

Traditionally, nursing and AHP professions have attracted far more females than males to train for these professions. Nursing is the biggest single occupation in the NHS by far, hence, all Health Boards in Scotland have a much higher proportion of female staff to male staff. NHS Grampian is typical with 82.35% of its staff being female. This is a slight improvement in gender balance compared to 2019 when 83.5% of NHS Grampian staff were female.

The majority of female staff are concentrated in the nursing and AHP professions. NHS Grampian is working hard to promote all NHS jobs to both males and females equally. The Universities are also playing their part to encourage more males to train for nursing or AHP careers.

NHS Grampian is careful in all of our advertising material for nursing and AHP posts to avoid sexual stereotyping. Our recruitment literature shows an equal number of male and female staff in these roles and projects a very positive image of both male and female nurses and AHP's.

### **(ii) Medical and Dental**

NHS Grampian has 2,320 medical and dental staff. 51.3% (1,190) are female, while 48.7% (1,130) are male. NHS Grampian has worked hard to promote medical and dental careers to both females and males equally and the figures show that this approach has worked. As shown at Appendix III, there is no occupational segregation for medical and dental staff based on gender.

The University of Aberdeen Medical and Dental Schools have also played an important part in this work.

### **(iii) Senior Managers**

As shown at appendix IV, there are 23 staff on Senior Manager Grades, comprising 10 females and 13 males, spread across different grades. These figures show that within NHS Grampian, there is no occupational segregation for female and male Senior Managers.

### **(v) NHS Grampian Health Board members: Compliance with the Gender Representation on Public Boards (Scotland) Act 2018**

In terms of compliance with the Gender Representation on Public Boards (Scotland) Act 2018, NHS Grampian is fully compliant. The requirement is to make progress towards having 50% female non-executive Board members. NHS Grampian has actually exceeded this target.

As at 31st March 2021, the NHS Grampian Health Board comprised a total of 18 persons. There were 11 non-executive directors, comprising 6 females and 5 males.

## **7. Occupational segregation by Disability**

As shown at appendixes V and VI, NHS Grampian staff who have identified themselves as having a disability are spread across a wide range of disciplines. These figures show that there is no occupational segregation within NHS Grampian based on disability.

## **8. Occupational segregation by Ethnicity**

As shown at appendixes VIII, IX and X, staff of different ethnicities are spread across a wide range of disciplines. These figures show that there is no occupational segregation in NHS Grampian based on disability.

## **9. How to make Comments**

Comments on this Report will be warmly welcomed. Comments in any language or format can be made:

By email to: [gram.equalityfeedback@nhs.scot](mailto:gram.equalityfeedback@nhs.scot)

By post to:

Equality and Diversity,  
Ground Floor Room 4,  
Foresterhill House,  
Foresterhill Site,  
Aberdeen  
AB25 2ZB

By voicemail to: 01224 552245 or 01224 551116

## **10. Acknowledgements**

Grateful thanks are expressed to Lorraine Hunter Head of the Human Resources Service Centre for her tireless work in generating the massive volume of required source materials.

Report produced by:

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Equality and Diversity Manager,  
NHS Grampian  
4<sup>th</sup> June 2021

### Summary of the Gender Pay Analysis

Gender Pay Gap analysis - hourly rate comparison - NHS Grampian staff - 2021										
	Female			Male			Combined			
Job Family	Gender Count	Gender Count % of Job Family	Average Basic Hourly Rate	Count of Gender	Gender Count % of Job Family	Average Basic Hourly Rate	Monetary Variance M to F £	Monetary Variance M to F %	Total Gender Count	Total Average Basic Hourly Rate
Agenda for Change	18372	85.6%	£14.93	3080	14.4%	£14.35	-£0.58	-4.04%	21452	£14.85
Hospital Medical and Dental	1190	51.3%	£27.88	1130	48.7%	£31.07	£3.19	10.28%	2320	£29.43
Senior Managers	10	43.5%	£44.58	13	56.5%	£47.40	£2.81	5.93%	23	£46.17
<b>NHS Grampian Total</b>	<b>19572</b>	<b>82.3%</b>	<b>£15.74</b>	<b>4223</b>	<b>17.7%</b>	<b>£18.93</b>	<b>£3.19</b>	<b>16.86%</b>	<b>23795</b>	<b>£16.30</b>

## Appendix II

### Agenda for Change Gender Pay Gap Analysis

Gender Pay Gap analysis - hourly rate comparison - Agenda for Change staff - 2021											
		Female			Male			Combined			
Job Family	Band	Gender Count	Gender Count % of Job Family	Average Basic Hourly Rate	Count of Gender	Gender Count % of Job Family	Average Basic Hourly Rate	Monetary Variance M to F £	Monetary Variance M to F %	Total Gender Count	Total Average Basic Hourly Rate
ADMINISTRATIVE SERVICES	Band 1	1	0.0%	£9.30						1	£9.30
ADMINISTRATIVE SERVICES	Band 2	725	22.9%	£10.28	84	2.6%	£10.09	-£0.19	-1.86%	809	£10.26
ADMINISTRATIVE SERVICES	Band 3	586	18.5%	£11.40	40	1.3%	£11.13	-£0.27	-2.41%	626	£11.38
ADMINISTRATIVE SERVICES	Band 4	699	22.0%	£12.55	48	1.5%	£12.22	-£0.33	-2.72%	747	£12.53
ADMINISTRATIVE SERVICES	Band 5	275	8.7%	£14.77	75	2.4%	£14.16	-£0.61	-4.30%	350	£14.64
ADMINISTRATIVE SERVICES	Band 6	167	5.3%	£18.75	86	2.7%	£19.07	£0.32	1.66%	253	£18.86
ADMINISTRATIVE SERVICES	Band 7	103	3.2%	£22.50	57	1.8%	£22.73	£0.22	0.98%	160	£22.58
ADMINISTRATIVE SERVICES	Band 8A	67	2.1%	£26.74	22	0.7%	£26.39	-£0.35	-1.33%	89	£26.65
ADMINISTRATIVE SERVICES	Band 8B	35	1.1%	£31.63	25	0.8%	£32.35	£0.73	2.24%	60	£31.93
ADMINISTRATIVE SERVICES	Band 8C	33	1.0%	£38.25	13	0.4%	£39.29	£1.04	2.64%	46	£38.54
ADMINISTRATIVE SERVICES	Band 8D	14	0.4%	£45.30	14	0.4%	£45.58	£0.29	0.63%	28	£45.44
ADMINISTRATIVE SERVICES	Band 9	1	0.0%	£52.86	1	0.0%	£55.26	£2.40	4.34%	2	£54.06
<b>ADMINISTRATIVE SERVICES Total</b>		<b>2706</b>	<b>85.3%</b>	<b>£13.77</b>	<b>465</b>	<b>14.7%</b>	<b>£18.21</b>	<b>£4.44</b>	<b>24.38%</b>	<b>3171</b>	<b>£14.42</b>
ALLIED HEALTH PROFESSION	Band 2	9	0.6%	£10.41	3	0.2%	£10.30	-£0.12	-1.12%	12	£10.38
ALLIED HEALTH PROFESSION	Band 3	149	9.9%	£11.49	7	0.5%	£10.75	-£0.74	-6.84%	156	£10.48
ALLIED HEALTH PROFESSION	Band 4	55	3.7%	£12.49	6	0.4%	£12.31	-£0.18	-1.47%	61	£12.21
ALLIED HEALTH PROFESSION	Band 5	129	8.6%	£14.03	24	1.6%	£14.11	£0.08	0.59%	153	£14.04
ALLIED HEALTH PROFESSION	Band 6	504	33.6%	£18.94	46	3.1%	£18.71	-£0.22	-1.19%	550	£18.92
ALLIED HEALTH PROFESSION	Band 7	387	25.8%	£22.96	26	1.7%	£22.39	-£0.56	-2.51%	413	£22.92
ALLIED HEALTH PROFESSION	Band 8A	119	7.9%	£26.86	8	0.5%	£26.83	-£0.03	-0.10%	127	£26.85
ALLIED HEALTH PROFESSION	Band 8B	12	0.8%	£32.91	3	0.2%	£32.32	-£0.59	-1.82%	15	£32.79
ALLIED HEALTH PROFESSION	Band 8C	9	0.6%	£39.73						9	£39.73
ALLIED HEALTH PROFESSION	Band 8D	2	0.1%	£45.30						2	£45.30
<b>ALLIED HEALTH PROFESSION Total</b>		<b>1375</b>	<b>91.8%</b>	<b>£19.47</b>	<b>123</b>	<b>8.2%</b>	<b>£18.48</b>	<b>-£0.99</b>	<b>-5.33%</b>	<b>1498</b>	<b>£19.39</b>
HEALTHCARE SCIENCES	Band 2	75	10.7%	£10.24	33	4.7%	£10.20	-£0.04	-0.38%	108	£10.23
HEALTHCARE SCIENCES	Band 3	64	9.1%	£11.61	46	6.5%	£11.50	-£0.11	-0.95%	110	£11.56

HEALTHCARE SCIENCES	Band 4	52	7.4%	£12.27	28	4.0%	£12.08	-£0.19	-1.57%	80	£7.97
HEALTHCARE SCIENCES	Band 5	43	6.1%	£13.88	19	2.7%	£14.37	£0.49	3.40%	62	£9.63
HEALTHCARE SCIENCES	Band 6	105	14.9%	£18.78	43	6.1%	£18.77	-£0.01	-0.07%	148	£18.78
HEALTHCARE SCIENCES	Band 7	75	10.7%	£22.31	25	3.6%	£23.21	£0.90	3.87%	100	£5.80
HEALTHCARE SCIENCES	Band 8A	29	4.1%	£26.61	14	2.0%	£27.01	£0.40	1.48%	43	£26.74
HEALTHCARE SCIENCES	Band 8B	18	2.6%	£32.06	7	1.0%	£32.10	£0.04	0.12%	25	£32.07
HEALTHCARE SCIENCES	Band 8C	4	0.6%	£39.73	4	0.6%	£39.01	-£0.72	-1.84%	8	£39.37
HEALTHCARE SCIENCES	Band 8D	8	1.1%	£44.80	9	1.3%	£46.08	£1.28	2.78%	17	£45.47
HEALTHCARE SCIENCES	Band 9	1	20.0%	£55.26	1	0.1%	£55.26	£0.00	0.00%	2	£55.26
<b>HEALTHCARE SCIENCES Total</b>		<b>474</b>	<b>67.4%</b>	<b>£17.54</b>	<b>229</b>	<b>32.6%</b>	<b>£17.87</b>	<b>£0.34</b>	<b>1.88%</b>	<b>703</b>	<b>£17.65</b>
DENTAL SUPPORT	Band 2	5	1.9%	£10.64						5	£10.64
DENTAL SUPPORT	Band 3	20	7.8%	£11.57						20	£11.57
DENTAL SUPPORT	Band 4	177	68.6%	£12.79	3	1.2%	£12.90	£0.11	0.87%	180	£12.79
DENTAL SUPPORT	Band 5	31	12.0%	£15.94	2	0.8%	£16.35	£0.41	2.48%	33	£15.97
DENTAL SUPPORT	Band 6	12	4.7%	£19.41	3	1.2%	£18.96	-£0.45	-2.36%	15	£19.32
DENTAL SUPPORT	Band 7	3	10.0%	£23.76	1	0.4%	£23.76	£0.00	0.00%	4	£23.76
DENTAL SUPPORT	Band 8A										
DENTAL SUPPORT	Band 8B				1	0.4%	£33.11			1	£33.11
<b>DENTAL SUPPORT Total</b>		<b>248</b>	<b>96.1%</b>	<b>£13.49</b>	<b>10</b>	<b>3.9%</b>	<b>£18.52</b>	<b>£5.02</b>	<b>27.12%</b>	<b>258</b>	<b>£13.69</b>
MEDICAL SUPPORT	Band 2	15	9.3%	£10.57	15	9.3%	£10.64	£0.07	0.65%	30	£10.61
MEDICAL SUPPORT	Band 3				1	0.6%	£10.69			1	£10.69
MEDICAL SUPPORT	Band 4	11	6.8%	£12.37						11	£12.37
MEDICAL SUPPORT	Band 5	28	17.4%	£13.76	12	7.5%	£12.80	-£0.96	-7.52%	40	£13.47
MEDICAL SUPPORT	Band 6	19	11.8%	£16.83	12	7.5%	£18.33	£1.50	8.20%	31	£17.41
MEDICAL SUPPORT	Band 7	41	25.5%	£21.28	5	3.1%	£21.32	£0.05	0.21%	46	£21.28
MEDICAL SUPPORT	Band 8A	2	1.2%	£25.56						2	£25.56
<b>MEDICAL SUPPORT Total</b>		<b>116</b>	<b>72.0%</b>	<b>£16.58</b>	<b>45</b>	<b>28.0%</b>	<b>£14.46</b>	<b>-£2.12</b>	<b>-14.69%</b>	<b>161</b>	<b>£15.99</b>
NURSING/MIDWIFERY	Band 2	2840	25.0%	£10.21	388	3.4%	£10.05	-£0.16	-1.60%	3228	£10.19
NURSING/MIDWIFERY	Band 3	667	5.9%	£11.40	66	0.6%	£11.24	-£0.16	-1.39%	733	£11.38
NURSING/MIDWIFERY	Band 4	139	1.2%	£12.20	8	0.1%	£10.12	-£2.08	-20.51%	147	£0.55
NURSING/MIDWIFERY	Band 5	4365	38.4%	£15.64	291	2.6%	£15.10	-£0.54	-3.57%	4656	£15.61
NURSING/MIDWIFERY	Band 6	1348	11.9%	£19.10	67	0.6%	£18.72	-£0.37	-2.00%	1415	£0.89
NURSING/MIDWIFERY	Band 7	922	8.1%	£22.58	83	0.7%	£22.85	£0.27	1.17%	1005	£22.61
NURSING/MIDWIFERY	Band 8A	117	1.0%	£26.55	16	0.1%	£26.32	-£0.23	-0.87%	133	£26.52
NURSING/MIDWIFERY	Band 8B	29	0.3%	£31.73	2	0.0%	£33.11	£1.38	4.17%	31	£9.36
NURSING/MIDWIFERY	Band 8C	20	0.2%	£38.73	1	0.0%	£36.86	-£1.86	-5.05%	21	£38.64

NURSING/MIDWIFERY	Band 8D	4	7.7%	£45.30	1	1.9%	£46.30	£1.00	2.17%	5	£45.50
<b>NURSING/MIDWIFERY Total</b>		<b>10451</b>	<b>91.9%</b>	<b>£15.13</b>	<b>923</b>	<b>8.1%</b>	<b>£13.91</b>	<b>-£1.22</b>	<b>-8.77%</b>	<b>11374</b>	<b>£15.03</b>
OTHER THERAPEUTIC	Band 2	43	6.8%	£10.43	9	1.4%	£10.30	-£0.13	-1.25%	52	£10.40
OTHER THERAPEUTIC	Band 3	4	0.6%	£10.94						4	£10.94
OTHER THERAPEUTIC	Band 4	19	3.0%	£11.79	5	0.8%	£11.32	-£0.47	-4.18%	24	£11.69
OTHER THERAPEUTIC	Band 5	80	12.7%	£14.63	8	1.3%	£14.90	£0.27	1.83%	88	£14.65
OTHER THERAPEUTIC	Band 6	78	12.4%	£17.29	11	1.7%	£17.95	£0.66	3.69%	89	£17.37
OTHER THERAPEUTIC	Band 7	97	15.4%	£21.23	11	1.7%	£21.08	-£0.15	-0.71%	108	£21.21
OTHER THERAPEUTIC	Band 8A	122	19.4%	£26.67	14	2.2%	£26.57	-£0.10	-0.38%	136	£26.66
OTHER THERAPEUTIC	Band 8B	82	13.0%	£32.23	9	1.4%	£32.32	£0.09	0.27%	91	£32.24
OTHER THERAPEUTIC	Band 8C	18	2.9%	£38.93	9	1.4%	£39.09	£0.16	0.41%	27	£38.99
OTHER THERAPEUTIC	Band 8D	3	0.5%	£44.96	6	1.0%	£46.30	£1.34	2.89%	9	£45.85
OTHER THERAPEUTIC	Band 9	1	14.3%	£52.86	1	0.2%	£55.26	£2.40	4.34%	2	£54.06
<b>OTHER THERAPEUTIC Total</b>		<b>547</b>	<b>86.8%</b>	<b>£22.08</b>	<b>83</b>	<b>13.2%</b>	<b>£24.65</b>	<b>£2.56</b>	<b>10.39%</b>	<b>630</b>	<b>£22.42</b>
PERSONAL AND SOCIAL CARE	Band 3	6	6.3%	£10.86	1		£10.69			7	£10.83
PERSONAL AND SOCIAL CARE	Band 4	17	17.7%	£12.69	1	1.0%	£11.73	-£0.97	-8.25%	18	£12.64
PERSONAL AND SOCIAL CARE	Band 5	7	7.3%	£16.00	1	1.0%	£16.35	£0.35	2.11%	8	£16.05
PERSONAL AND SOCIAL CARE	Band 6	20	20.8%	£19.59	10	10.4%	£19.47	-£0.12	-0.60%	30	£19.55
PERSONAL AND SOCIAL CARE	Band 7	25	26.0%	£23.06	4	4.2%	£23.76	£0.70	2.94%	29	£23.16
PERSONAL AND SOCIAL CARE	Band 8A				2	2.1%	£27.59			2	£27.59
PERSONAL AND SOCIAL CARE	Band 8B	1	1.0%	£30.75						1	£30.75
PERSONAL AND SOCIAL CARE	Band 8C	1	1.0%	£39.73						1	£39.73
<b>PERSONAL AND SOCIAL CARE Total</b>		<b>77</b>	<b>80.2%</b>	<b>£18.59</b>	<b>19</b>	<b>19.8%</b>	<b>£20.19</b>	<b>£1.60</b>	<b>7.93%</b>	<b>96</b>	<b>£18.91</b>
SUPPORT SERVICES	Band 1	29	0.8%	£9.53	13	0.4%	£9.54	£0.02	0.18%	42	£9.53
SUPPORT SERVICES	Band 2	2137	60.0%	£10.37	863	24.2%	£10.33	-£0.04	-0.36%	3000	£10.36
SUPPORT SERVICES	Band 3	175	4.9%	£11.43	137	3.8%	£11.26	-£0.17	-1.54%	312	£11.35
SUPPORT SERVICES	Band 4	5	0.1%	£12.66	76	2.1%	£12.45			81	£12.46
SUPPORT SERVICES	Band 5	12	0.3%	£15.38	60	1.7%	£15.50	£0.12	0.78%	72	£15.48
SUPPORT SERVICES	Band 6	9	0.3%	£19.14	12	0.3%	£19.03	-£0.11	-0.57%	21	£19.07
SUPPORT SERVICES	Band 7	6	0.2%	£23.19	11	0.3%	£23.21	£0.02	0.10%	17	£23.20
SUPPORT SERVICES	Band 8A	3	0.1%	£26.24	7	0.2%	£26.72	£0.48	1.81%	10	£26.57
SUPPORT SERVICES	Band 8B	2	0.1%	£31.93	2	0.1%	£33.11	£1.18	3.55%	4	£32.52
SUPPORT SERVICES	Band 8C	0			2	0.1%	£38.30	£38.30	100.00%	2	£38.30
<b>SUPPORT SERVICES Total</b>		<b>2378</b>	<b>66.8%</b>	<b>£10.57</b>	<b>1183</b>	<b>33.2%</b>	<b>£11.22</b>	<b>£0.65</b>	<b>5.78%</b>	<b>3561</b>	<b>£10.78</b>
<b>Grand Total</b>		<b>18372</b>	<b>85.6%</b>	<b>£14.93</b>	<b>3080</b>	<b>14.4%</b>	<b>£14.35</b>	<b>-£0.58</b>	<b>-4.04%</b>	<b>21452</b>	<b>£14.85</b>

## Appendix III

### Medical and Dental Gender Pay Gap Analysis

Gender Pay Gap analysis hourly rate comparison - Hospital Medical & Dental staff - 2021										
Job Family	Female			Male			Combined			
	Gender Count	Gender Count % of Job Family	Average Basic Hourly Rate	Count of Gender	Gender Count % of Job Family		Monetary Variance M to F £	Monetary Variance M to F %	Total Gender Count	Total Average Basic Hourly Rate
ASSOCIATE SPECIALIST	15	0.6%	£43.61	3	0.1%	£43.76	£0.15	0.34%	18	£43.64
CAREER START GP	7	0.3%	£36.44	4	0.2%	£36.44	£0.00	0.00%	11	£36.44
CLINICAL DIRECTOR	2	0.1%	£44.18	2	0.1%	£42.57	-£1.62	-3.79%	4	£43.37
CLINICAL FELLOW (GAP/SERVICE)	12	0.5%	£18.12	7	0.3%	£17.34	-£0.78	-4.53%	19	£17.83
CONSULTANT	229	9.9%	£46.89	341	14.7%	£48.30	£1.41	2.93%	570	£47.73
CT SPECIALTY REGISTRAR (LAT)				2	0.1%	£17.44			2	£17.44
CT SPECIALTY REGISTRAR (STRCT)	70	3.0%	£18.18	74	3.2%	£17.88	-£0.29	-1.63%	144	£18.03
DENTAL CORE TRAINING 1 GRADE	3	0.1%	£19.51						3	£19.51
DENTAL OFFICER COMMUNITY	26	1.1%	£32.46	8	0.3%	£30.94	-£1.52	-4.92%	34	£32.11
FOUNDATION HOUSE OFFICER 1	126	5.4%	£12.35	104	4.5%	£12.32	-£0.04	-0.30%	230	£12.34
FOUNDATION HOUSE OFFICER 2	127	5.5%	£15.33	110	4.7%	£15.32	-£0.01	-0.04%	237	£15.32
FIXED TERM SPECIALTY REGISTRAR (STRFT)	1	0.0%	£21.49	3	0.1%	£17.32	-£4.17	-24.09%	4	£18.36
G-DENS DENTIST	21	0.9%	£39.85	6	0.3%	£39.85	£0.00	0.00%	27	£39.85
GENERAL PRACTICE SPECIALTY TRAINEE	1	0.0%	£19.47						1	£19.47
GENERAL PROFESSIONAL TRAINEE	2	0.1%	£18.28						2	£18.28
GENERAL PRACTITIONER				1	0.0%	£50.00			1	£50.00
GP APPRAISER	15	0.6%	£45.61	13	0.6%	£45.61	£0.00	0.00%	28	£45.61
GP LOCAL APPRAISAL ADVISER				1	0.0%	£48.89			1	£48.89
GP WITH SPECIAL INTERESTS	2	0.1%	£54.55	3	0.1%	£54.55	£0.00	0.00%	5	£54.55
GPWSI	6	0.3%	£42.63	12	0.5%	£42.63	£0.00	0.00%	18	£42.63
HOSPITAL PRACTITIONER	5	0.2%	£37.97	4	0.2%	£37.97	£0.00	0.00%	9	£37.97
LOCUM CONSULTANT AWAITING SPECIALIST REGISTRAR				1	0.0%	£41.61			1	£41.61
LOCUM APPT FOR SERVICE STR HIGHER	12	0.5%	£20.99	5	0.2%	£20.99	£0.00	0.00%	17	£20.99
LOCUM CONSULTANT	22	0.9%	£45.69	53	2.3%	£47.92	£2.23	4.64%	75	£47.26

LOCUM FOUNDATION HOUSE OFFICER 1	7	0.3%	£13.09	3	0.1%	£13.09	£0.00	0.00%	10	£13.09
LOCUM FOUNDATION HOUSE OFFICER 2	27	1.2%	£16.28	22	0.9%	£16.28	£0.00	0.00%	49	£16.28
LOCUM SEN HOUSE OFF INC SESSIONAL	1	0.0%	£18.28	3	0.1%	£18.28	£0.00	0.00%	4	£18.28
LOCUM SPECIALIST REGISTRAR	5	0.2%	£20.99	3	0.1%	£20.99	£0.00	0.00%	8	£20.99
LOCUM SPECIALTY DOCTOR	4	0.2%	£24.09	5	0.2%	£24.09	£0.00	0.00%	9	£24.09
LOCUM SPECIALTY REGISTRAR (STR)	50	2.2%	£20.99	31	1.3%	£20.99	£0.00	0.00%	81	£20.99
MEDICAL DIRECTOR	4	0.2%	£50.41	3	0.1%	£54.14	£3.74	6.90%	7	£52.01
MEDICAL OFFICER SESSIONAL	1	0.0%	£28.79						1	£28.79
OPHTHALMIC ADVISOR LEAD	1	0.0%	£50.24						1	£50.24
OUT OF HOURS SALARIED GP	9	0.4%	£53.89	8	0.3%	£53.89	£0.00	0.00%	17	£53.89
SALARIED 2C GP	11	0.5%	£39.08	6	0.3%	£39.08	£0.00	0.00%	17	£39.08
SALARIED GENERAL PRACTITIONER	1	0.0%	£43.90	1	0.0%	£43.90	£0.00	0.00%	2	£43.90
SALARIED GP	7	0.3%	£43.32	10	0.4%	£43.40	£0.08	0.19%	17	£43.37
SALARIED GP (NEW)	1	0.0%	£46.83						1	£46.83
SALARIED GP WITH SPECIAL INTEREST	13	0.6%	£42.33	9	0.4%	£42.88	£0.55	1.29%	22	£42.56
SENIOR CLIN FELLOW (STR)	1	0.0%	£18.63	8	0.3%	£24.03	£5.40	22.46%	9	£23.43
SENIOR DENTAL OFFICER COMMUNITY	12	0.5%	£38.63	4	0.2%	£39.58	£0.94	2.38%	16	£38.87
SENIOR HOUSE OFFICER	6	0.3%	£19.94	8	0.3%	£20.40	£0.46	2.24%	14	£20.20
SESSIONAL GP	1	0.0%	£75.00						1	£75.00
SPECIALITY DOCTOR	63	2.7%	£30.80	26	1.1%	£31.89	£1.09	3.43%	89	£31.12
SPECIALITY REGISTRAR (STR)	238	10.3%	£21.50	208	9.0%	£21.44	-£0.06	-0.28%	446	£21.47
STAFF DOCTOR				1	0.0%	£29.01			1	£29.01
STR (LAT)	23	1.0%	£19.91	14	0.6%	£19.70	-£0.21	-1.06%	37	£19.83
<b>HOSPITAL MEDICAL &amp; DENTAL TOTAL</b>	<b>1190</b>	<b>51.3%</b>	<b>£27.88</b>	<b>1130</b>	<b>48.7%</b>	<b>£31.07</b>	<b>£3.19</b>	<b>10.28%</b>	<b>2320</b>	<b>£29.43</b>

## Senior Manager Gender Pay Gap Analysis

Gender Pay Gap analysis - hourly rate comparison - Senior Managers - 2021										
	Female			Male			Combined			
Job Family	Gender Count	Gender Count % of Job Family	Average Basic Hourly Rate	Count of Gender	Gender Count % of Job Family	Average Basic Hourly Rate	Monetary Variance M to F £	Monetary Variance M to F %	Total Gender Count	Total Average Basic Hourly Rate
SENIOR MANAGER GRADE 4 PROT	1	4.3%	24.2158	1	4.3%	£24.22	£0.00	0.00%	2	£24.22
SENIOR MANAGER GRADE B PROT				1	4.3%	£40.84			1	£40.84
SENIOR MANAGER GRADE A	3	13.0%	£32.92	1	4.3%	£34.39	£1.46	4.26%	4	£33.29
SENIOR MANAGER GRADE B										
SENIOR MANAGER GRADE C	1	4.3%	£43.99	1	4.3%	£43.99	£0.00	0.00%	2	£43.99
SENIOR MANAGER GRADE D				5	21.7%	£46.30			5	£46.30
SENIOR MANAGER GRADE F	4	17.4%	£52.71	3	13.0%	£56.17	£3.46	6.16%	7	£54.19
SENIOR MANAGER GRADE G				1	4.3%	£72.71			1	£72.71
SENIOR MANAGER GRADE H	1	4.3%	£68.01						1	£68.01
<b>SENIOR MANAGER TOTAL</b>	<b>10</b>	<b>43.5%</b>	<b>£44.58</b>	<b>13</b>	<b>56.5%</b>	<b>£47.40</b>	<b>£2.81</b>	<b>5.93%</b>	<b>23</b>	<b>£46.17</b>

## Agenda for Change Disability Analysis

## Appendix V

Job Family	Disability Category	Total No. of Employments	Average Basic Hourly Rate
Administrative Services	Declined	697	£13.64
	Don't Know	28	£15.81
	No	2423	£14.64
	Yes	23	£13.36
<b>AfC - Administrative Services Total</b>		<b>3171</b>	<b>£14.42</b>
Allied Health Profession	Declined	233	£18.97
	Don't Know	18	£22.43
	No	1240	£19.45
	Yes	7	£14.87
<b>AfC - Allied Health Profession Services Total</b>		<b>1498</b>	<b>£19.39</b>
Healthcare Sciences	Declined	87	£17.43
	Don't Know	3	£24.52
	No	612	£17.65
	Yes	1	£11.67
<b>AfC - Allied Health Profession Services Total</b>		<b>703</b>	<b>£17.65</b>
Dental Support	Declined	63	£13.24
	Don't Know		
	No	195	£13.83
	Yes		
<b>AfC - Dental Support Total</b>		<b>258</b>	<b>£13.69</b>
Medical Support	Declined	30	£17.98
	Don't Know	1	£16.43
	No	130	£15.52
	Yes		
<b>AfC - Medical Support Total</b>		<b>161</b>	<b>£15.99</b>
Nursing & Midwifery	Declined	1775	£14.12
	Don't Know	119	£15.83
	No	9439	£15.20
	Yes	41	£13.34
<b>AfC - Nursing &amp; Midwifery Total</b>		<b>11374</b>	<b>£15.03</b>
Other Therapeutic	Declined	86	£22.05
	Don't Know	11	£25.08
	No	527	£22.39
	Yes	6	£25.91

<b>AfC - Personal and Social Care Total</b>		<b>96</b>	<b>£18.91</b>
Support Services	Declined	926	£10.72
	Don't Know	10	£12.99
	No	2617	£10.80
	Yes	8	£10.13
<b>AfC - Support Services Total</b>		<b>3561</b>	<b>£10.78</b>
All AfC	Declined	3918	£13.81
	Don't Know	193	£17.03
	No	17255	£15.07
	Yes	86	£14.03
<b>All AfC staff Total</b>		<b>21452</b>	<b>£14.85</b>

## Appendix VI

### Medical and Dental Disability Analysis

<b>Hospital Medical &amp; Dental Staff Disability Analysis</b>		
<b>Disability Category</b>	<b>Total No. of Employments</b>	<b>Average Basic Hourly Rate</b>
Declined	535	£20.55
Don't Know	182	£23.95
No	1586	£33.24
Yes	17	£21.65
<b>Medical Total</b>	<b>2320</b>	<b>£29.43</b>

**Senior Manager Disability Analysis**

<b>Senior Managers Disability Analysis</b>		
<b>Disability Category</b>	<b>Total No. of Employments</b>	<b>Average Basic Hourly Rate</b>
Declined	3	£55.67
Don't Know	1	£63.68
No	19	£43.75
Yes		
<b>Senior Manager Total</b>	<b>23</b>	<b>£46.17</b>

## Agenda for Change Ethnicity, 2021

## Appendix VIII

Job Family	Ethnic Category	Total No. of Employments	Average Basic Hourly Rate
Administrative Services	African	15	£14.42
	Asian	51	£14.48
	Caribbean or Black	5	£11.32
	Declined	958	£14.29
	Don't Know	146	£11.66
	Mixed or Mutiple Group	14	£12.48
	Other	3	£13.84
	White - Gypsy Traveller		
	White - Irish	7	£23.03
	White - Other	64	£14.09
	White - Other British	232	£16.47
	White - Polish	5	£12.26
	White - Scottish	1671	£14.47
	<b>AfC - Administrative Services Total</b>		<b>3171</b>
Allied Health Profession	African	3	£20.11
	Asian	14	£17.38
	Caribbean or Black	3	£20.25
	Declined	339	£19.77
	Don't Know	25	£17.45
	Mixed or Mutiple Group	3	£18.99
	Other	2	£13.45
	White - Gypsy Traveller		
	White - Irish	43	£18.22
	White - Other	29	£18.01
	White - Other British	193	£19.96
	White - Polish		
	White - Scottish	844	£19.31
	<b>AfC - Allied Health Profession Services Total</b>		<b>1498</b>

Healthcare Sciences	African	5	£13.73
	Asian	39	£14.48
	Caribbean or Black	4	£12.80
	Declined	198	£19.31
	Don't Know	11	£13.53
	Mixed or Mutiple Group	5	£14.80
	Other	2	£18.36
	White - Gypsy Traveller	1	£9.61
	White - Irish	11	£22.31
	White - Other	37	£13.03
	White - Other British	49	£18.04
	White - Polish	1	£16.43
	White - Scottish	340	£17.65
<b>AfC - Allied Health Profession Services Total</b>		<b>703</b>	<b>£17.65</b>
Dental Support	African	1	£12.90
	Asian		
	Caribbean or Black		
	Declined	84	£13.44
	Don't Know	4	£12.31
	Mixed or Mutiple Group		
	Other		
	White - Gypsy Traveller		
	White - Irish		
	White - Other	5	£13.76
	White - Other British	20	£13.69
	White - Polish		
	White - Scottish	144	£13.87
<b>AfC - Dental Support Total</b>		<b>258</b>	<b>£13.69</b>

Medical Support	African	8	£18.24
	Asian	10	£15.95
	Caribbean or Black		
	Declined	56	£16.65
	Don't Know	11	£15.86
	Mixed or Mutiple Group		
	Other	1	£12.96
	White - Gypsy Traveller		
	White - Irish	1	£20.30
	White - Other	4	£20.02
	White - Other British	14	£15.17
	White - Polish		
	White - Scottish	56	£14.92
<b>AfC - Medical Support Total</b>		<b>161</b>	<b>£15.99</b>
Nursing & Midwifery	African	189	£12.91
	Asian	339	£13.83
	Caribbean or Black	20	£14.58
	Declined	2170	£15.54
	Don't Know	566	£11.95
	Mixed or Mutiple Group	51	£13.71
	Other	30	£12.30
	White - Gypsy Traveller	5	£13.65
	White - Irish	112	£15.52
	White - Other	269	£12.37
	White - Other British	1013	£15.62
	White - Polish	4	£10.65
	White - Scottish	6606	£15.28
<b>AfC - Nursing &amp; Midwifery Total</b>		<b>11374</b>	<b>£15.03</b>

Other Therapeutic	African	8	£22.87
	Asian	12	£15.98
	Caribbean or Black		
	Declined	134	£22.97
	Don't Know	17	£17.74
	Mixed or Mutiple Group	10	£20.63
	Other	3	£13.86
	White - Gypsy Traveller	1	£10.64
	White - Irish	17	£23.84
	White - Other	30	£22.48
	White - Other British	77	£24.23
	White - Polish	2	£16.42
	White - Scottish	319	£22.36
<b>AfC - Other Therapeutic Total</b>		<b>630</b>	<b>£22.42</b>
Personal and Social Care	African	2	£15.18
	Asian	2	£23.76
	Caribbean or Black		
	Declined	31	£18.22
	Don't Know	1	£27.59
	Mixed or Mutiple Group		
	Other		
	White - Gypsy Traveller		
	White - Irish		
	White - Other	1	£16.35
	White - Other British	16	£18.88
	White - Polish		
	White - Scottish	43	£19.22
<b>AfC - Personal and Social Care Total</b>		<b>96</b>	<b>£18.91</b>

Support Services	African	9	£12.39
	Asian	314	£10.48
	Caribbean or Black	4	£10.38
	Declined	1242	£10.94
	Don't Know	114	£10.11
	Mixed or Mutiple Group	4	£10.13
	Other	32	£10.32
	White - Gypsy Traveller	8	£10.26
	White - Irish	4	£10.38
	White - Other	280	£10.34
	White - Other British	137	£11.17
	White - Polish	11	£9.75
	White - Scottish	1402	£10.84
<b>AfC - Support Services Total</b>		<b>3561</b>	<b>£10.78</b>
All AfC	African	240	£13.62
	Asian	781	£12.70
	Caribbean or Black	36	£13.94
	Declined	5212	£14.82
	Don't Know	895	£12.02
	Mixed or Mutiple Group	87	£14.38
	Other	73	£11.77
	White - Gypsy Traveller	15	£11.37
	White - Irish	195	£17.41
	White - Other	719	£12.47
	White - Other British	1751	£16.31
	White - Polish	23	£11.32
	White - Scottish	11425	£15.18
<b>AfC Total</b>		<b>21452</b>	<b>£14.85</b>

## Medical and Dental Staff Ethnicity 2021, Appendix IX

Ethnic Category	Total No. of Employments	Average Basic Hourly Rate
African	26	£27.42
Asian	305	£30.21
Caribbean or Black	12	£23.83
Declined	390	£32.07
Don't Know	394	£17.91
Mixed or Mutliple Group	23	£25.34
Other	47	£32.30
White - Irish	46	£28.87
White - Other	141	£31.14
White - Other British	408	£28.99
White - Polish	9	£22.15
White - Scottish	519	£35.95
<b>Hospital Medical &amp; Dental Total</b>	<b>2320</b>	<b>£29.43</b>

## Senior manager, Ethnicity , 2021 Appendix X

Ethnic Category	Total No. of Employments	Average Basic Hourly Rate
Declined	6	£46.25
Don't Know	1	£58.15
White - Other British	5	£50.25
White - Scottish	11	£43.19
<b>Senior Manager Total</b>	<b>23</b>	<b>£46.17</b>