**2021 Equal Pay Gap Analysis**

NHS Fife is committed to mainstreaming equality within the workplace. One of the ways of ensuring this is to carry out an Equal Pay Audit, the results of which are used to identify and analyse potential anomalies in remuneration.

This paper summarises the findings of the equal pay audit carried out in 2021. It meets the requirements detailed within the Equality Act 2010, and our obligations under the Equality Act (Specific Duties) (Scotland) Regulations.

Workforce Categories

Since 2004 the pay arrangements within NHS Scotland has been significantly modernised. Employees are now linked to broad organisational groupings or job categories. These job categories are:-

* Agenda for Change (e.g. Nursing and Midwifery, Support Services, Allied Health Professionals)
* Executive and Senior Managers, and
* Medical and Dental (e.g. Consultants, Specialty Doctors, Training Grade Doctors)

The level of remuneration within these job categories is determined by job evaluation processes to ensure employees receive equal pay for the same or broadly similar work, or work rated as equivalent and for work of equal value. There is therefore little variation in the basic hourly earnings of employees, employed on the same pay band or grade, due to their Protected Characteristic status.

Pay Audit Methodology

In accordance with the Equality Act Regulations, Equal Pay Audits were undertaken on the Protected Characteristics of Disability, Gender and Race for employees who had provided a positive response within their equal opportunity questionnaire completed on commencement of employment. Entries which were blank, or where employees opted not to provide these details, were discounted. The table below provides the percentage of staff who recorded a positive response for each of the characteristics.

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Characteristic** | **Response** | **Characteristic** | **Response** | **Characteristic** | **Response** |
| Disability | 47% | Gender | 100% | Race | 61% |

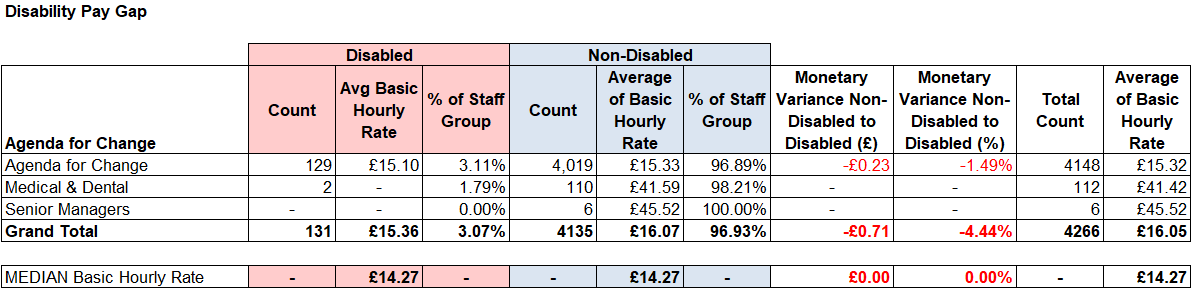
The Audit calculates the percentage difference based on the average hourly pay (excluding overtime), among our employees, between persons who held a particular Characteristic and persons who did not hold the Characteristic.

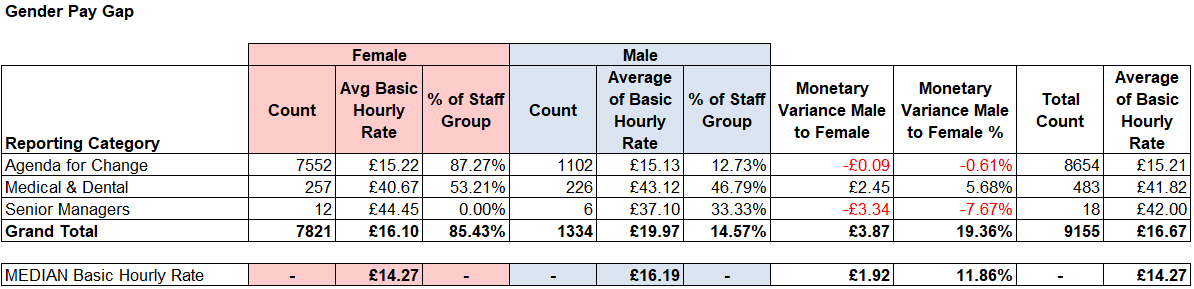
The audit reflects payroll records extracted on 31st January 2021. As of this date, NHS Fife employed 8,524 employees and held 9,155 separate assignments.

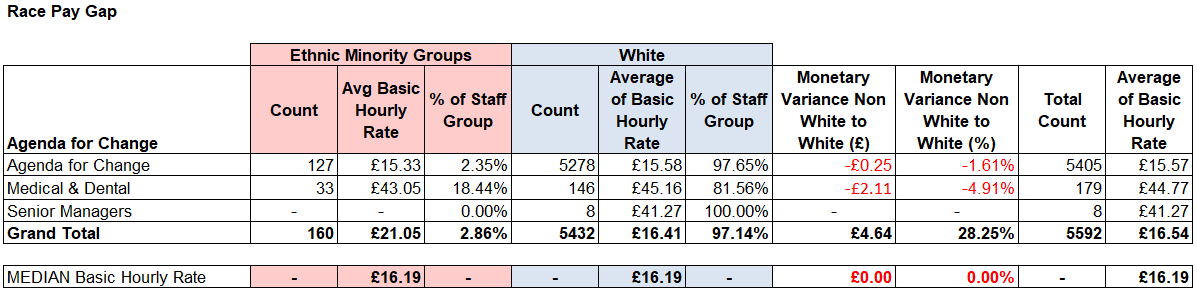
Collated information is presented to provide an overview of the equal pay audit. Where results have indicated a headcount of 5 employees or less the average hourly rate of pay has been redacted to ensure confidentiality of the employees involved.

Results of the 2021 Pay Audit

The results of the Equal Pay Audits are detailed in the tables below.







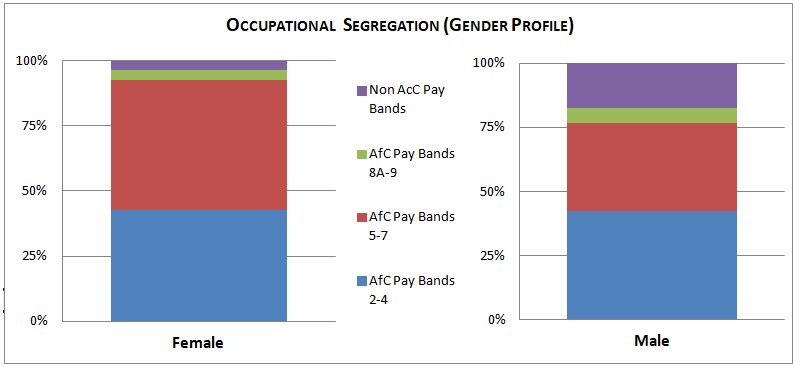
Occupational Segregation Indicators

Disability

1. 1.4% of the NHS Fife workforce confirmed they held a physical or mental impairment that has a substantial and long-term negative effect on their ability to do normal daily activities. These employees meet the definition of disabled under the Equality Act. The pay gap between persons who are disabled and people who are not is -4.44%. This reduces to 0.0% when the median value is taken.
2. The overall banding distribution for persons who are disabled is consistent with that for people who are not. The mode banding for each group is Band 5. There are small variations within individual job families, for example the percentage of persons who are disabled engaged in Administrative Services is 3.5% lower than for those who are not disabled. Conversely, the percentage of persons who are disabled engaged in Support Services, Medical & Dental Support and Allied Health Profession roles are higher by 3.1%, 1.6% and 0.9% respectively.
3. 75.0% of disabled persons are engaged within clinical job families compared to 74.5% of people who are not. 65.9% of disabled persons are engaged within professional roles remunerated on Agenda for Change Band 5 or above, compared to 60.4% of people who are not.

Gender

1. 85.4% of the NHS Fife workforce is female. The pay gap between female and male employees is 19.4%, reducing to 11.9% when the pay gap is based on the median value. The gender pay gap is influenced by occupational segregation factors. Medical and Dental plus Executive / Senior Manager Pay Grades are typically remunerated at higher hourly rates when compared to the Agenda for Change Pay Bands. Although there are a greater proportion of female employees engaged in these job categories when compared to male employees, as shown in the diagram below, females employed in these job categories account for a smaller proportion of the total female workforce. Consequently, this has a minimal impact on increasing the average hourly rate of female employees.



1. There are variations in the gender breakdown of the workforce within individual Job Families. For example, in Nursing & Midwifery roles, female employees account for 93.0% of the job family, and in Administrative Services roles female employees’ account for 88.0% of the job family. These percentages reduce within Healthcare Sciences (70.1%) and Medical and Dental (53.2%) roles, where there is a higher concentration of male employees.
2. There is a greater concentration of female employees engaged within clinical job families. 73.0% of females are engaged within such job families compared to 59.0% of males. 57.3% of females are engaged within professional roles remunerated on Agenda for Change Band 5 or above, compared to 57.6% of males.
3. The results of the 2021 Gender Pay Audit are provided in the Appendix to this report.

Race

1. 1.8% of the NHS Fife workforce has confirmed they are from a non-white racial group. This group of staff is described as a minority racial group for the purposes of determining Occupational Segregation. The pay gap between persons identified as being from a minority racial group and persons who are not is 28.3% in favour of those from a minority racial group. When this is calculated on the median value this pay gap reverses to 0.0%.
2. There is a greater concentration of persons from a minority group engaged within clinical job families. 85.7% of persons from a minority group are engaged within such job families compared to 70.4% of persons who are not. Similarly, 75.6% of persons from a minority group engaged within a professional role remunerated on Agenda for Change Band 5 or above, compared to 57.8% of people who are not.

Closing the Pay Gap

As previously stated, remuneration levels within NHS Fife are determined by job evaluation processes. These processes ensure employees receive equal pay for the same or broadly similar work, or work rated as equivalent and for work of equal value. Application of the job evaluation processes also mean that the Pay Gap variations identified in this report are caused by factors unrelated to the Protected Characteristics of employees. Notwithstanding these processes, the Equality and Human Rights Commission recommend that, as a general rule, differences of 5% or more, or recurring differences of 3% or more merit further investigation. Using this as the definition, the Pay Gap information for each of the Protected Characteristics have been subject to further consideration to identify what steps could be taken to close the gap.

A review of the Disability Pay Gap information since 2017 indicates that the difference between the average basic hourly earnings between employees who identify themselves as disabled and people who do not has ranged from 0.9% (2017) to 4.9% (2019). The percentage pay gap in 2021 has fallen within the range. Further consideration of this percentage pay gap highlights no differential in pay between these groups when using either the median value (middle) or mode band (most commonly occurring). Therefore, to obtain an improved understanding of this trend, and noting that information on this Protected Characteristic is typically obtained during an employee’s commencement within NHS Fife, employees will be asked to update their Protected Characteristic information in the coming year. This will ensure a more complete understanding of the Disability status of the workforce in future Pay Gap analysis.

A review of the Gender Pay Gap information since 2013 highlights the percentage pay gap between the average basic hourly earnings between male and female employees has narrowed by 2.1%. This improvement has been driven by the reduction in the gender pay gap within the Medical and Dental Job Family from 16.6% (2013) to 5.7% (2021). With an increased proportion of females choosing medicine as a profession, which in turn will result in an increased percentage of the job family who are female in the long term, it is envisaged this steady reduction in gender pay gap will continue. It is unclear if this in itself will be sufficient to narrow the pay gap within NHS Fife due to the occupational segregation factors described above. We will continue to review the trend, monitoring this against other Health Boards throughout NHS Scotland.

A review of the Race Pay Gap information highlights the basic hourly earnings of employees who identify themselves as belonging to a minority racial group is 28.25% more than those who identify themselves as white. These results indicate that BAME employees are not disadvantaged in relation to their average basic hourly earnings, and this is reflective of a higher prevalence of BAME employees in professional roles remunerated on Agenda for Change pay bands 5 and above, and improved recording of Protected Characteristic information within the Medical and Dental Job Family, a job family that typically earn a higher average hourly rate.

|  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Reporting Category: Agenda for Change | |  |  |  |  |  |  |  |  |  |  |
| **Gender Equal Pay Audit** |  |  |  |  |  |  |  |  |  |  |  |

|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
|  | |  | Female | | | | | | | | | Male | | | | | | | | |  | | |  | | |  | | |  | |
| **Job Family** | | **AFC Band** | **Count** | | | **Avg Basic Hourly Rate** | | | **% of Staff Group** | | | **Count** | | | **Average of Basic Hourly Rate** | | | **% of Staff Group** | | | **Monetary Variance Male to Female** | | | **Monetary Variance Male to Female %** | | | **Total Count** | | | **Average of Basic Hourly Rate** | |
| ADMINISTRATIVE SERVICES | | Band 2 | 369 | | | £10.38 | | | 91.79% | | | 33 | | | £10.29 | | | 8.21% | | | -£0.09 | | | -0.91% | | | 402 | | | £10.38 | |
|  | | Band 3 | 340 | | | £11.43 | | | 92.90% | | | 26 | | | £11.05 | | | 7.10% | | | -£0.38 | | | -3.48% | | | 366 | | | £11.41 | |
|  | | Band 4 | 383 | | | £12.59 | | | 94.10% | | | 24 | | | £12.19 | | | 5.90% | | | -£0.40 | | | -3.28% | | | 407 | | | £12.57 | |
|  | | Band 5 | 98 | | | £15.15 | | | 75.38% | | | 32 | | | £15.14 | | | 24.62% | | | -£0.01 | | | -0.06% | | | 130 | | | £15.15 | |
|  | | Band 6 | 75 | | | £18.59 | | | 69.44% | | | 33 | | | £18.49 | | | 30.56% | | | -£0.09 | | | -0.51% | | | 108 | | | £18.56 | |
|  | | Band 7 | 42 | | | £22.58 | | | 66.67% | | | 21 | | | £22.13 | | | 33.33% | | | -£0.45 | | | -2.03% | | | 63 | | | £22.43 | |
|  | | Band 8A | 16 | | | £26.19 | | | 69.57% | | | 7 | | | £26.17 | | | 30.43% | | | -£0.02 | | | -0.07% | | | 23 | | | £26.18 | |
|  | | Band 8B | 19 | | | £31.68 | | | 90.48% | | | 2 | | | \* | | | 9.52% | | | - | | | - | | | 21 | | | £31.56 | |
|  | | Band 8C | 5 | | | \* | | | 55.56% | | | 4 | | | \* | | | 44.44% | | | - | | | - | | | 9 | | | £38.39 | |
|  | | Band 8D | 3 | | | \* | | | 75.00% | | | 1 | | | \* | | | 25.00% | | | - | | | - | | | 4 | | | \* | |
| **ADMINISTRATIVE SERVICES Total** | |  | **1350** | | | **£13.12** | | | 88.06% | | | **183** | | | **£15.97** | | | 11.94% | | | £2.85 | | | 17.86% | | | **1533** | | | **£13.46** | |
| ALLIED HEALTH PROFESSION | | Band 2 | 7 | | | £10.54 | | | 70.00% | | | 3 | | | \* | | | 30.00% | | | - | | | - | | | 10 | | | £10.44 | |
|  | | Band 3 | 125 | | | £11.40 | | | 88.65% | | | 16 | | | £11.25 | | | 11.35% | | | -£0.15 | | | -1.31% | | | 141 | | | £11.38 | |
|  | | Band 4 | 47 | | | £12.47 | | | 97.92% | | | 1 | | | \* | | | 2.08% | | | - | | | - | | | 48 | | | £12.48 | |
|  | | Band 5 | 60 | | | £14.26 | | | 73.17% | | | 22 | | | £13.91 | | | 26.83% | | | -£0.36 | | | -2.58% | | | 82 | | | £14.17 | |
|  | | Band 6 | 243 | | | £18.70 | | | 88.69% | | | 31 | | | £18.35 | | | 11.31% | | | -£0.35 | | | -1.91% | | | 274 | | | £18.66 | |
|  | | Band 7 | 193 | | | £22.98 | | | 90.19% | | | 21 | | | £22.13 | | | 9.81% | | | -£0.84 | | | -3.82% | | | 214 | | | £22.89 | |
|  | | Band 8A | 39 | | | £26.54 | | | 84.78% | | | 7 | | | £26.45 | | | 15.22% | | | -£0.09 | | | -0.33% | | | 46 | | | £26.53 | |
|  | | Band 8B | 8 | | | £30.88 | | | 80.00% | | | 2 | | | \* | | | 20.00% | | | - | | | - | | | 10 | | | £31.03 | |
|  | | Band 8C | 4 | | | \* | | | 100.00% | | |  | | |  | | | 0.00% | | | - | | | - | | | 4 | | | \* | |
|  | | Band 9 | 1 | | | \* | | | 100.00% | | |  | | |  | | | 0.00% | | | - | | | - | | | 1 | | | \* | |
| **ALLIED HEALTH PROFESSION Total** | |  | **727** | | | **£18.44** | | | 87.59% | | | **103** | | | **£17.59** | | | 12.41% | | | -£0.85 | | | -4.86% | | | **830** | | | **£18.33** | |
| DENTAL SUPPORT | | Band 2 | 2 | | | \* | | | 66.67% | | | 1 | | | \* | | | 33.33% | | | - | | | - | | | 3 | | | \* | |
|  | | Band 3 | 9 | | | £11.55 | | | 100.00% | | |  | | |  | | |  | | | - | | | - | | | 9 | | | £11.55 | |
|  | | Band 4 | 34 | | | £12.61 | | | 94.44% | | | 2 | | | \* | | | 5.56% | | | - | | | - | | | 36 | | | £12.62 | |
|  | | Band 5 | 17 | | | £15.65 | | | 100.00% | | |  | | |  | | |  | | | - | | | - | | | 17 | | | £15.65 | |
|  | | Band 6 | 12 | | | £19.00 | | | 100.00% | | |  | | |  | | |  | | | - | | | - | | | 12 | | | £19.00 | |
|  | | Band 7 | 2 | | | \* | | | 100.00% | | |  | | |  | | |  | | | - | | | - | | | 2 | | | \* | |
| **DENTAL SUPPORT Total** | |  | **76** | | | **£14.41** | | | 96.20% | | | **3** | | | **\*** | | | 3.80% | | | **-** | | | **-** | | | **79** | | | **£14.32** | |
| HEALTHCARE SCIENCES | | Band 2 | 1 | | | \* | | | 100.00% | | |  | | |  | | |  | | | - | | | - | | | 1 | | | \* | |
|  | | Band 3 | 28 | | | £11.35 | | | 62.22% | | | 17 | | | £11.38 | | | 37.78% | | | £0.04 | | | 0.32% | | | 45 | | | £11.36 | |
|  | | Band 4 | 9 | | | £12.25 | | | 69.23% | | | 4 | | | \* | | | 30.77% | | | - | | | - | | | 13 | | | £12.41 | |
|  | | Band 5 | 6 | | | £14.03 | | | 60.00% | | | 4 | | | \* | | | 40.00% | | | - | | | - | | | 10 | | | £14.01 | |
|  | | Band 6 | 47 | | | £19.19 | | | 74.60% | | | 16 | | | £19.05 | | | 25.40% | | | -£0.14 | | | -0.75% | | | 63 | | | £19.15 | |
|  | | Band 7 | 19 | | | £22.73 | | | 76.00% | | | 6 | | | £23.53 | | | 24.00% | | | £0.79 | | | 3.38% | | | 25 | | | £22.92 | |
|  | | Band 8A | 9 | | | £26.87 | | | 75.00% | | | 3 | | | \* | | | 25.00% | | | - | | | - | | | 12 | | | £26.98 | |
|  | | Band 8B | 3 | | | \* | | | 50.00% | | | 3 | | | \* | | | 50.00% | | | - | | | - | | | 6 | | | £32.00 | |
|  | | Band 8C | 1 | | | \* | | | 100.00% | | |  | | |  | | |  | | | - | | | - | | | 1 | | | \* | |
|  | | Band 8D | 1 | | | \* | | | 100.00% | | |  | | |  | | |  | | | - | | | - | | | 1 | | | \* | |
| **HEALTHCARE SCIENCES Total** | |  | **124** | | | **£18.37** | | | **70.06%** | | | **53** | | | **£17.44** | | | **29.94%** | | | **-£0.93** | | | **-5.32%** | | | **177** | | | **£18.09** | |
| MEDICAL SUPPORT | | Band 2 |  | | |  | | | 0.00% | | | 1 | | | \* | | | 100.00% | | | - | | | - | | | 1 | | | \* | |
|  | | Band 3 |  | | |  | | | 0.00% | | | 1 | | | \* | | | 100.00% | | | - | | | - | | | 1 | | | \* | |
|  | | Band 5 | 13 | | | £15.07 | | | 76.47% | | | 4 | | | \* | | | 23.53% | | | - | | | - | | | 17 | | | £15.33 | |
|  | | Band 6 | 3 | | | \* | | | 23.08% | | | 10 | | | £19.73 | | | 76.92% | | | - | | | - | | | 13 | | | £19.80 | |
|  | | Band 7 | 3 | | | \* | | | 75.00% | | | 1 | | | \* | | | 25.00% | | | - | | | - | | | 4 | | | \* | |
| **MEDICAL SUPPORT Total** | |  | **19** | | | **£17.01** | | | **52.78%** | | | **17** | | | **£18.10** | | | **47.22%** | | | **£1.09** | | | **6.04%** | | | **36** | | | **£17.52** | |
| NURSING/MIDWIFERY | | Band 2 | 678 | | | £10.34 | | | 94.43% | | | 40 | | | £10.26 | | | 5.57% | | | -£0.09 | | | -0.86% | | | 718 | | | £10.34 | |
|  | | Band 3 | 398 | | | £11.42 | | | 86.15% | | | 64 | | | £11.40 | | | 13.85% | | | -£0.02 | | | -0.15% | | | 462 | | | £11.42 | |
|  | | Band 4 | 85 | | | £12.53 | | | 97.70% | | | 2 | | | £12.77 | | | 2.30% | | | £0.25 | | | 1.92% | | | 87 | | | £12.53 | |
|  | | Band 5 | 1668 | | | £15.35 | | | 94.08% | | | 105 | | | £15.56 | | | 5.92% | | | £0.21 | | | 1.34% | | | 1773 | | | £15.36 | |
|  | | Band 6 | 761 | | | £18.60 | | | 93.03% | | | 57 | | | £18.42 | | | 6.97% | | | -£0.18 | | | -0.97% | | | 818 | | | £18.59 | |
|  | | Band 7 | 427 | | | £21.83 | | | 94.05% | | | 27 | | | £22.15 | | | 5.95% | | | £0.32 | | | 1.44% | | | 454 | | | £21.85 | |
|  | | Band 8A | 49 | | | £26.38 | | | 83.05% | | | 10 | | | £26.51 | | | 16.95% | | | £0.13 | | | 0.51% | | | 59 | | | £26.40 | |
|  | | Band 8B | 21 | | | £31.78 | | | 91.30% | | | 2 | | | £31.61 | | | 8.70% | | | -£0.17 | | | -0.53% | | | 23 | | | £31.77 | |
|  | | Band 8C | 5 | | | \* | | | 100.00% | | |  | | |  | | |  | | | - | | | - | | | 5 | | | \* | |
|  | | Band 8D | 2 | | | \* | | | 100.00% | | |  | | |  | | |  | | | - | | | - | | | 2 | | | \* | |
| **NURSING/MIDWIFERY Total** | |  | **4094** | | | **£15.62** | | | **93.02%** | | | **307** | | | **£15.56** | | | **6.98%** | | | **-£0.06** | | | **-0.40%** | | | **4401** | | | **£15.61** | |
| OTHER THERAPEUTIC | | Band 2 | 26 | | | £10.34 | | | 83.87% | | | 5 | | | \* | | | 16.13% | | | - | | | - | | | 31 | | | £10.27 | |
|  | | Band 3 | 11 | | | £11.20 | | | 61.11% | | | 7 | | | £11.14 | | | 38.89% | | | -£0.06 | | | -0.56% | | | 18 | | | £11.18 | |
|  | | Band 4 | 31 | | | £12.01 | | | 91.18% | | | 3 | | | \* | | | 8.82% | | | - | | | - | | | 34 | | | £12.00 | |
|  | | Band 5 | 37 | | | £14.91 | | | 88.10% | | | 5 | | | £14.46 | | | 11.90% | | | -£0.44 | | | -3.06% | | | 42 | | | £14.85 | |
|  | | Band 6 | 33 | | | £17.02 | | | 84.62% | | | 6 | | | £16.87 | | | 15.38% | | | -£0.15 | | | -0.89% | | | 39 | | | £17.00 | |
|  | | Band 7 | 63 | | | £21.80 | | | 85.14% | | | 11 | | | £21.26 | | | 14.86% | | | -£0.54 | | | -2.56% | | | 74 | | | £21.72 | |
|  | | Band 8A | 68 | | | £26.40 | | | 79.07% | | | 18 | | | £26.09 | | | 20.93% | | | -£0.31 | | | -1.20% | | | 86 | | | £26.33 | |
|  | | Band 8B | 33 | | | £32.00 | | | 82.50% | | | 7 | | | £31.78 | | | 17.50% | | | -£0.22 | | | -0.70% | | | 40 | | | £31.96 | |
|  | | Band 8C | 14 | | | £38.32 | | | 82.35% | | | 3 | | | \* | | | 17.65% | | | - | | | - | | | 17 | | | £38.33 | |
|  | | Band 8D | 4 | | | \* | | | 66.67% | | | 2 | | | \* | | | 33.33% | | | - | | | - | | | 6 | | | £45.22 | |
|  | | Band 9 | 1 | | | \* | | | 50.00% | | | 1 | | | \* | | | 50.00% | | | - | | | - | | | 2 | | | \* | |
| **OTHER THERAPEUTIC Total** | |  | **321** | | | **£21.42** | | | **82.52%** | | | **68** | | | **£22.33** | | | **17.48%** | | | **£0.91** | | | **4.09%** | | | **389** | | | **£21.58** | |
| PERSONAL AND SOCIAL CARE | | Band 3 | 11 | | | £11.03 | | | 100.00% | | |  | | |  | | | 0.00% | | | - | | | - | | | 11 | | | £11.03 | |
|  | | Band 4 | 1 | | | \* | | | 100.00% | | |  | | |  | | | 0.00% | | | - | | | - | | | 1 | | | \* | |
|  | | Band 5 | 51 | | | £13.59 | | | 91.07% | | | 5 | | | \* | | | 8.93% | | | - | | | - | | | 56 | | | £13.52 | |
|  | | Band 6 | 15 | | | £18.46 | | | 83.33% | | | 3 | | | \* | | | 16.67% | | | - | | | - | | | 18 | | | £18.10 | |
|  | | Band 7 | 8 | | | £22.23 | | | 80.00% | | | 2 | | | \* | | | 20.00% | | | - | | | - | | | 10 | | | £22.49 | |
|  | | Band 8A | 2 | | | \* | | | 100.00% | | |  | | |  | | | 0.00% | | | - | | | - | | | 2 | | | \* | |
|  | | Band 8B | 1 | | | \* | | | 100.00% | | |  | | |  | | | 0.00% | | | - | | | - | | | 1 | | | \* | |
| **PERSONAL AND SOCIAL CARE Total** | |  | **89** | | | **£15.36** | | | **89.90%** | | | **10** | | | **£16.00** | | | **10.10%** | | | **£0.64** | | | **4.01%** | | | **99** | | | **£15.43** | |
| SUPPORT SERVICES | | Band 2 | 681 | | | £10.38 | | | 74.34% | | | 235 | | | £10.36 | | | 25.66% | | | -£0.01 | | | -0.12% | | | 916 | | | £10.37 | |
|  | | Band 3 | 54 | | | £11.36 | | | 63.53% | | | 31 | | | £11.40 | | | 36.47% | | | £0.04 | | | 0.36% | | | 85 | | | £11.37 | |
|  | | Band 4 | 8 | | | £12.34 | | | 13.79% | | | 50 | | | £12.19 | | | 86.21% | | | -£0.15 | | | -1.23% | | | 58 | | | £12.21 | |
|  | | Band 5 | 1 | | | \* | | | 7.14% | | | 13 | | | £15.41 | | | 92.86% | | | - | | | - | | | 14 | | | £15.47 | |
|  | | Band 6 | 4 | | | \* | | | 18.18% | | | 18 | | | £18.51 | | | 81.82% | | | - | | | - | | | 22 | | | £18.61 | |
|  | | Band 7 | 3 | | | \* | | | 37.50% | | | 5 | | | \* | | | 62.50% | | | - | | | - | | | 8 | | | £23.20 | |
|  | | Band 8A | 1 | | | \* | | | 16.67% | | | 5 | | | \* | | | 83.33% | | | - | | | - | | | 6 | | | £26.31 | |
|  | | Band 8C |  | | |  | | |  | | | 1 | | | \* | | | 100.00% | | | - | | | - | | | 1 | | | \* | |
| **SUPPORT SERVICES Total** | |  | **752** | | | **£10.59** | | | **67.75%** | | | **358** | | | **£11.78** | | | **32.25%** | | | **£1.18** | | | **10.06%** | | | **1110** | | | **£10.97** | |
| **GRAND TOTAL** | |  | **7552** | | | **£15.22** | | | **87.27%** | | | **1102** | | | **£15.13** | | | **12.73%** | | | **-£0.09** | | | **-0.61%** | | | **8654** | | | **£15.21** | |
| Reporting Category: Medical & Dental  **Gender Equal Pay Audit** | | | | |  | | |  | | |  | | |  | | |  | | |  | | |  | | |  | | |  | |  |
|  |  | | | Female | | | | | | | | | Male | | | | | | | | |  | | |  | | |  | |  | |
| **Medical & Dental** | **Medical Grade** | | | **Count** | | | **Avg Basic Hourly Rate** | | | **% of Staff Group** | | | **Count** | | | **Average of Basic Hourly Rate** | | | **% of Staff Group** | | | **Monetary Variance Male to Female** | | | **Monetary Variance Male to Female %** | | | **Total Count** | | **Average of Basic Hourly Rate** | |
|  | Associate Specialist | | | 4 | | | \* | | | 66.67% | | | 2 | | | \* | | | 33.33% | | | - | | | - | | | 6 | | 44.55 | |
|  | Clinical Director | | | 1 | | | \* | | | 100.00% | | |  | | |  | | | 0.00% | | | - | | | - | | | 1 | | \* | |
|  | Clinical Fellow | | | 14 | | | 19.42 | | | 51.85% | | | 13 | | | 18.73 | | | 48.15% | | | -£0.69 | | | -3.70% | | | 27 | | 19.08 | |
|  | Consultant | | | 131 | | | 47.72 | | | 46.62% | | | 150 | | | 48.44 | | | 53.38% | | | £0.71 | | | 1.47% | | | 281 | | 48.10 | |
|  | Dental Officer | | | 21 | | | 32.45 | | | 87.50% | | | 3 | | | \* | | | 12.50% | | | - | | | - | | | 24 | | 32.53 | |
|  | Foundation House Officer Year 2 | | | 4 | | | \* | | | 66.67% | | | 2 | | | \* | | | 33.33% | | | - | | | - | | | 6 | | 17.44 | |
|  | Locum Appointment Service | | | 1 | | | \* | | | 50.00% | | | 1 | | | \* | | | 50.00% | | | - | | | - | | | 2 | | \* | |
|  | Medical Director | | |  | | |  | | | 0.00% | | | 1 | | | \* | | | 100.00% | | | - | | | - | | | 1 | | \* | |
|  | Other | | | 9 | | | 47.19 | | | 69.23% | | | 4 | | | \* | | | 30.77% | | | - | | | - | | | 13 | | 48.08 | |
|  | Salaried GP | | | 28 | | | 44.36 | | | 58.33% | | | 20 | | | 40.94 | | | 41.67% | | | -£3.42 | | | -8.34% | | | 48 | | 42.93 | |
|  | Senior Dental Officer | | | 5 | | | \* | | | 83.33% | | | 1 | | | \* | | | 16.67% | | | - | | | - | | | 6 | | 39.20 | |
|  | Specialist Registrar | | | 1 | | | \* | | | 100.00% | | |  | | |  | | | 0.00% | | | - | | | - | | | 1 | | \* | |
|  | Specialty Doctor | | | 30 | | | 30.09 | | | 55.56% | | | 24 | | | 32.66 | | | 44.44% | | | £2.56 | | | 7.85% | | | 54 | | 31.23 | |
|  | Specialty Registrar | | | 8 | | | 18.55 | | | 61.54% | | | 5 | | | \* | | | 38.46% | | | - | | | - | | | 13 | | 18.41 | |
| **Grand Total** |  | | | 257 | | | 40.67 | | | **53.21%** | | | 226 | | | 43.12 | | | **46.79%** | | | **£2.45** | | | **5.68%** | | | 483 | | 41.82 | |

|  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Reporting Category:**  Executive / Senior Manager | |  |  |  |  |  |  |  |  |  |  |
| **Gender Equal Pay Audit** |  |  |  |  |  |  |  |  |  |  |  |

|  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
|  |  | Female | | | Male | | |  |  |  |  |
| **Job Family** | **Grade** | **Count** | **Avg Basic Hourly Rate** | **% of Staff Group** | **Count** | **Average of Basic Hourly Rate** | **% of Staff Group** | **Monetary Variance Male to Female** | **Monetary Variance Male to Female %** | **Total Count** | **Average of Basic Hourly Rate** |
| Executive / Senior Manager | Executive / Senior Manager Grade A |  |  | 0.00% | 1 | \* | 100.00% | - | - | 1 | \* |
|  | Executive / Senior Manager Grade B |  |  | 0.00% | 1 | \* | 100.00% | - | - | 1 | \* |
|  | Executive / Senior Manager Grade C | 2 | \* | 66.67% | 1 | \* | 33.33% | - | - | 3 | \* |
|  | Executive / Senior Manager Grade D | 1 | \* | 50.00% | 1 | \* | 50.00% | - | - | 2 | \* |
|  | Executive / Senior Manager Grade E | 7 | 48.86 | 87.50% | 1 | \* | 12.50% | - | - | 8 | 49.30 |
|  | Executive / Senior Manager Grade G | 1 | \* | 100.00% |  |  | 0.00% | - | - | 1 | \* |
| Grand Total |  | 10 | £46.96 | 62.50% | 5 | £43.62 | 31.25% | -£3.34 | -7.67% | 16 | £45.92 |