



**NHS Grampian
Gender Pay Gap Report
2022/2023**

June 2023

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1. Why produce this report?

The Equality Act 2010 (Specific Duties) (Scotland) Regulations 2012, came into force on 27th 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 Gender Pay Gap Report 2023, based on workforce and payroll data, as at 31 March 2023.

The gender pay gap report will help us understand how men and women's pay and experiences differ and how NHS Grampian is performing in terms of gender equality.

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 employee's:

- 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.
- Examining 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.
- Undertaking regular monitoring of the impact of our practices in line with the requirements of the Equality Act 2010.

- Considering and, where appropriate, undertake a planned programme of equal pay reviews in line with guidance to be developed in partnership with the workforce.
- Following up promptly any concerns raised by staff or their representative organisations about pay or terms and conditions.

3. NHS Grampian Workforce

As at 31 March 2023, NHS Grampian have 24,794 paid employees with 20,376 (82.2%) women and 4,418 (17.8%) men. The figure is the number of payroll records, which means it also includes staff holding more than one post, bank workers and locums. It does not include Non-Executive Board Members/Chairperson.

Appendices I-III show the distribution of male and female across all the Job Families.

- Agenda for Change
- Medical and Dental
- Senior Managers

Females represent the majority of the workforce throughout the landscape of the job families with the exception of Senior Managers.

4. Gender Pay Analysis

This report provides gender pay gap information for NHS Grampian, based on workforce and payroll data, as at 31 March 2023.

The report provides the average hourly basic rate pay gap data. This is calculated as:

Average hourly basic rate is the sum of hourly rates divided by the total number of employees. The average (mean) includes the lowest and highest rates of pay giving a good overall indication of gender pay gap.

% Pay Gap is difference in the average hourly rate of pay, expressed as a percentage of the male hourly rate.

$$\frac{A - B}{A} \times 100$$

A = mean hourly rate of pay of male employees
 B = mean hourly rate of pay of female employees

A positive % Pay Gap (Monetary Variance M to F) means male employees have higher average rate of pay compared to female employees.

A summary of the Gender Pay Analysis for NHS Grampian is shown on Table 1.

Table 1. Gender Pay Gap Analysis for NHS Grampian as at 31 March 2023.

Gender Pay Gap analysis - hourly rate comparison - NHS Grampian staff - 2023										
	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	19096	85.5%	£17.52	3249	14.5%	£16.94	-£0.58	-3.42%	22345	£17.44
Hospital Medical and Dental	1270	52.3%	£29.89	1156	47.7%	£32.88	£2.99	9.10%	2426	£31.31
Senior Managers	10	43.5%	£50.99	13	56.5%	£50.68	-£0.30	-0.60%	23	£50.82
NHS Grampian Total	20376	82.2%	£18.31	4418	17.8%	£21.21	£2.90	13.69%	24794	£18.83

(i) Agenda for Change

As at 31 March 2023, NHS Grampian employed 24,794 employees. 90.1% staff (22,345) are in the Agenda for Change category.

Agenda for Change	Female	Male	Difference	% Pay Gap
	N =19,096	N = 3,249		
Average hourly basic rate	£17.52	£16.94	-£0.58	-3.42%

Table 2 shows the distribution of paid female and male staff in job family, where female staff shows the majority of the workforce at 85.5%. Female staff in the Agenda for Change category receives £0.58 more on average hourly rate than male staff.

However, data shows that the average basic hourly rate of male staff is higher than female staff in administrative staff (23.80%), Dental Support (18.23%), Other Therapeutic (10.72%), Personal and Social Care (2.52%) and Support Services (5.93%) with a monetary variance of £0.82 to £5.18. The highest average difference between male and female staff is £5.18 in the Administrative Services.

Female staff in job family of Allied Health Profession, Healthcare Scientist, Medical Support and Nursing/Midwifery receive higher average basic hourly rate than male staff. Female Nursing/Midwifery staff comprises 91.1% in the job family and has a

higher average hourly basic rate of £1.57 compared to male staff. 90.6% Allied Health Professional staff are female and paid £1.49 more than male staff.

Table 2. Summary gender pay gap analysis of Agenda for Change staff.

Gender Pay Gap analysis - hourly rate comparison - Agenda for Change staff - 2023										
	Female			Male			Combined			
Job Family	Gender Count	Gender Count % of Job Family	Average Basic Hourly Rate	Gender Count	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 Total	2613	84.8%	£16.58	467	15.2%	£21.75	£5.18	23.80%	3080	£17.36
ALLIED HEALTH PROFESSION Total	1385	90.6%	£22.49	144	9.4%	£21.00	£-1.49	-7.11%	1529	£22.35
HEALTHCARE SCIENCES Total	467	67.7%	£20.26	223	32.3%	£20.02	£-0.25	-1.24%	690	£20.18
DENTAL SUPPORT Total	243	96.4%	£15.82	9	3.6%	£19.35	£3.53	18.23%	252	£15.95
MEDICAL SUPPORT Total	109	75.7%	£20.23	35	24.3%	£17.94	£-2.28	-12.73%	144	£19.67
NURSING/MIDWIFERY Total	11281	91.1%	£17.55	1106	8.9%	£15.98	£-1.57	-9.81%	12387	£17.41
OTHER THERAPEUTIC Total	634	86.4%	£24.40	100	13.6%	£27.33	£2.93	10.72%	734	£24.80
PERSONAL AND SOCIAL CARE Total	59	79.7%	£22.04	15	20.3%	£22.61	£0.57	2.52%	74	£22.16
SUPPORT SERVICES Total	2305	66.7%	£12.97	1150	33.3%	£13.78	£0.82	5.93%	3455	£13.24
Grand Total	19096	85.5%	£17.52	3249	14.5%	£16.94	£-0.58	-3.42%	22345	£17.44

Appendix I shows the distribution of men and women in Agenda for Change category.

(ii) Medical and Dental

As at 31 March 2023, NHS Grampian employed 2,426 in the Medical and Dental Category. This is 9.8% of NHS Grampian workforce.

Medical and Dental	Female	Male	Difference	% Pay Gap
	N =1,270	N = 1,156		
Average hourly basic rate	£29.89	£32.88	£2.99	9.10%

Medical and dental staff showed a gender pay gap in favour of male staff of 9.10%.

There were a number of medical and dental posts where female staff are paid more than male staff. However, the monetary variance only differs from £0.02 to £1.63 (-0.18% to -5.18%), compared to the posts where male staff are paid more and have a pay gap of £1.21 to £8.69 (2.33% to 20.59%).

Consultant	Female	Male	Difference	% Pay Gap
	N = 253	N = 342		
Average hourly basic rate	£50.79	£52.00	£1.21	2.33%

Salaried GP	Female	Male	Difference	% Pay Gap
	N = 18	N = 11		
Average hourly basic rate	£33.50	£42.19	£8.69	20.59%

Appendix II shows the distribution of men and women in Medical and Dental category.

(iii) Senior Managers

As at 31 March 2023, NHS Grampian has 23 in the Senior Manager Category. There are 10 female and 13 male staff in Senior Manager Position. Female staff received £0.30 more than male staff, with -0.60% gender pay gap.

Senior Management	Female	Male	Difference	% Pay Gap
	N = 10	N = 13		
Average hourly basic rate	£50.99	£50.68	-£0.30	-0.60%

Appendix III shows the distribution of men and women in Senior Managers.

(iv) Overall Gender Pay Gap

NHS Grampian	Female	Male	Difference	% Pay Gap
	N = 20,376 (82.2%)	N = 4,418 (17.8%)		
Average hourly basic rate	£18.31	£21.21	£2.90	13.69%

The mean pay gap is calculated from the hourly rates of all individual employees. It therefore includes the lowest and highest rates across the organisation and provides an overall indication of the size of the pay gap.

In 2021, Audit Scotland reported that the mean gender pay gap in Scotland when comparing overall average hourly earnings was 10.1%. NHS Grampian's figure in 2021 showed a gender pay gap at 16.86%. In 2023, whilst 82.2% of the overall NHS Grampian headcount is female, the mean gender pay gap favours male staff by 13.69%.

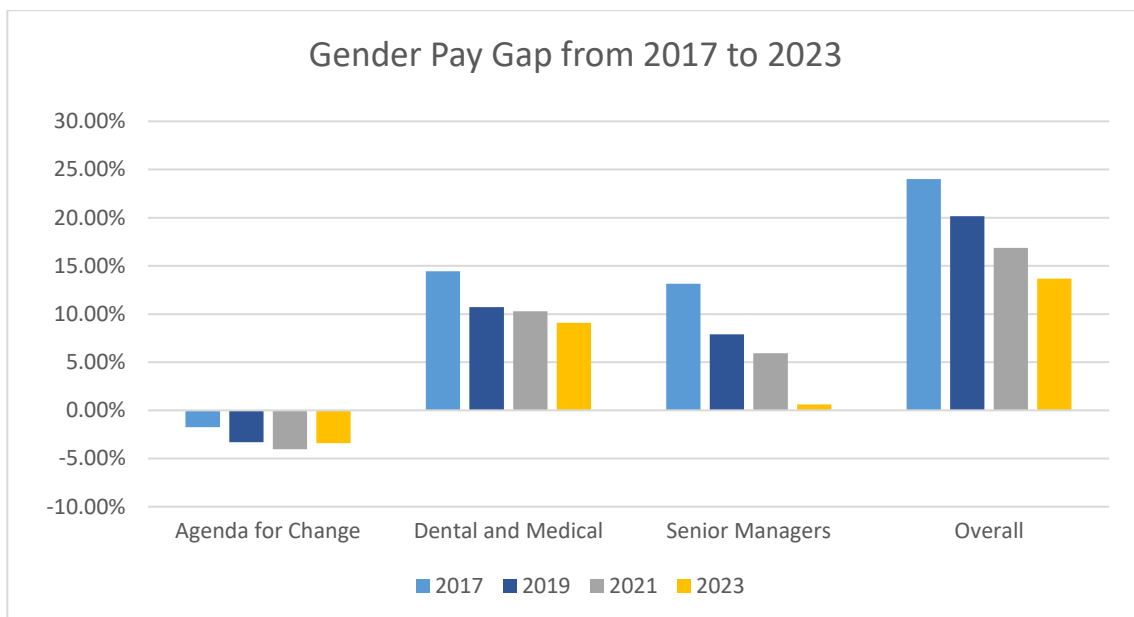
As at March 2023, female staff in the Agenda for Change and Senior Manager Categories receive £0.58 and £0.30 more than male staff, respectively. The pay gap has also reduced significantly in the Senior Managers, from 5.93% to 0.60%.

Male Medical Hospital and Dental Staff receive on average £2.99 more per hour than female staff.

Table 3 and Figure 1 shows the decreasing overall gender pay gap from 2017 to 2023 in NHS Grampian from 24.01% to 13.69%. The data also shows a narrowing of the gender pay gap within staff groups and a continuous increase in favour for female staff.

Table 3. Gender Pay Gap from 2017 to 2023.

	2017	2019	2021	2023
Agenda for Change	-1.76%	-3.30%	-4.04%	-3.42%
Dental and Medical	14.43%	10.71%	10.28%	9.10%
Senior Managers	13.14%	7.90%	5.93%	0.60%
NHS Grampian	24.01%	20.15%	16.86%	13.69%



Staff employed under the Agenda for Change (AFC) are recruited into a post with a confirmed AFC pay band, based on skills and responsibility demands of the post. As such, all employees aligned to the same post/job description will be paid, regardless of gender, according to the evaluated band outcome of the post.

It is important to note that each AFC pay band consists of a number of incremental points and incremental progression applies on an annual basis. This means that commencing salary, length of service in grade and timing of each employee's yearly incremental date will have a direct influence on the pay gap within this group.

The Dental and Medical staff progress incrementally on their pay scales in a similar way to AFC staff. As such, commencing salary, length of service in grade and timing of each employee's annual incremental date are strong contributory factors on this pay gap.

Overall, NHS Grampian reports a positive position and reducing the gender pay gap.

The report on pay gap helps NHS Grampian understand the size and causes in pay gaps and identify any issues that need to be addressed to reduce them. Having a pay gap doesn't necessarily mean that unlawful discrimination is happening. Monitoring pay gaps will help NHS Grampian understand the reasons for any gap and consider whether there is a need to develop action plans to address the causes.

By continuing to publish and monitor the gender pay gap, in line with the regulations, it will help NHS Grampian monitor how effective our actions are in reducing it.

5. NHS Grampian Health Board members: Compliance with the Gender Representation on Public Boards (Scotland) Act 2018

The “gender representation objective” for a public board is that it has 50% of non-executive members who are women. Where a public board has an odd number of non-executive members, the percentage applies as if the board had one fewer non-executive member.

As at 31st March 2023, the NHS Grampian Health Board is comprised a total of 20 members. There were 15 non-executive Board Members, comprising of 7 females and 8 males.

6. Feedback

Comments and feedback on this Report will be warmly welcomed. Please send your comments by:

Email: gram.equalityfeedback@nhs.scot

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

7. Acknowledgements

Grateful thanks are expressed to Lorraine Hunter, Head of Human Resources Service Centre for her tireless work in generating the significant massive volume of required source material to compile this report.

This report was compiled and written by:

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NHS Grampian
May 2023

Appendix I. Gender Pay Gap Analysis for Agenda for Change Staff

Gender Pay Gap analysis - hourly rate comparison - Agenda for Change staff - 2023											
		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	TUPE	28	0.9%	£11.04	1	0.0%	£11.21	£0.17	1.54%	29	£11.04
ADMINISTRATIVE SERVICES	Band 1	1	0.0%	£11.89						1	£11.89
ADMINISTRATIVE SERVICES	Band 2	667	21.7%	£12.62	79	2.6%	£12.47	-£0.16	-1.26%	746	£12.61
ADMINISTRATIVE SERVICES	Band 3	572	18.6%	£13.77	45	1.5%	£13.46	-£0.31	-2.29%	617	£13.75
ADMINISTRATIVE SERVICES	Band 4	675	21.9%	£14.98	52	1.7%	£14.61	-£0.36	-2.49%	727	£14.95
ADMINISTRATIVE SERVICES	Band 5	197	6.4%	£17.74	53	1.7%	£17.46	-£0.29	-1.64%	250	£17.68
ADMINISTRATIVE SERVICES	Band 6	164	5.3%	£21.60	94	3.1%	£21.93	£0.33	1.48%	258	£21.72
ADMINISTRATIVE SERVICES	Band 7	143	4.6%	£25.36	51	1.7%	£26.12	£0.75	2.89%	194	£25.56
ADMINISTRATIVE SERVICES	Band 8A	81	2.6%	£30.29	32	1.0%	£30.02	-£0.28	-0.92%	113	£30.21
ADMINISTRATIVE SERVICES	Band 8B	31	1.0%	£35.34	27	0.9%	£35.55	£0.21	0.59%	58	£35.44
ADMINISTRATIVE SERVICES	Band 8C	39	1.3%	£41.69	13	0.4%	£42.44	£0.75	1.77%	52	£41.88
ADMINISTRATIVE SERVICES	Band 8D	14	0.5%	£49.28	18	0.6%	£49.40	£0.11	0.23%	32	£49.35
ADMINISTRATIVE SERVICES	Band 9	1	0.0%	£57.07	2	0.1%	£58.31	£1.24	2.12%	3	£57.90
ADMINISTRATIVE SERVICES Total		2613	84.8%	£16.58	467	15.2%	£21.75	£5.18	23.80%	3080	£17.36
ALLIED HEALTH PROFESSION	Band 2	7	0.5%	£12.83	2	0.1%	£12.97	£0.15	1.13%	9	£12.86
ALLIED HEALTH PROFESSION	Band 3	141	9.2%	£13.67	10	0.7%	£13.23	-£0.44	-3.31%	151	£13.64
ALLIED HEALTH PROFESSION	Band 4	82	5.4%	£14.69	10	0.7%	£14.73	£0.04	0.27%	92	£14.69
ALLIED HEALTH PROFESSION	Band 5	122	8.0%	£16.12	23	1.5%	£16.09	-£0.03	-0.16%	145	£16.12
ALLIED HEALTH PROFESSION	Band 6	464	30.3%	£22.06	51	3.3%	£21.07	-£0.99	-4.71%	515	£21.97
ALLIED HEALTH PROFESSION	Band 7	426	27.9%	£26.30	37	2.4%	£25.31	-£0.99	-3.92%	463	£26.22
ALLIED HEALTH PROFESSION	Band 8A	125	8.2%	£30.43	10	0.7%	£30.07	-£0.35	-1.17%	135	£30.40
ALLIED HEALTH PROFESSION	Band 8B	10	0.7%	£36.57	1	0.1%	£36.81	£0.24	0.65%	11	£36.59
ALLIED HEALTH PROFESSION	Band 8C	6	0.4%	£43.08						6	£43.08
ALLIED HEALTH PROFESSION	Band 8D	2	0.1%	£49.28						2	£49.28
ALLIED HEALTH PROFESSION Total		1385	90.6%	£22.49	144	9.4%	£21.00	-£1.49	-7.11%	1529	£22.35
HEALTHCARE SCIENCES	Band 2	79	11.4%	£12.56	41	5.9%	£12.57	£0.02	0.12%	120	£12.56

HEALTHCARE SCIENCES	Band 3	60	8.7%	£13.90	47	6.8%	£13.97	£0.07	0.48%	107	£13.93
HEALTHCARE SCIENCES	Band 4	47	6.8%	£14.77	24	3.5%	£14.58	-£0.19	-1.32%	71	£14.71
HEALTHCARE SCIENCES	Band 5	48	7.0%	£16.68	21	3.0%	£16.79	£0.10	0.62%	69	£16.72
HEALTHCARE SCIENCES	Band 6	107	15.5%	£21.89	38	5.5%	£22.38	£0.48	2.15%	145	£16.16
HEALTHCARE SCIENCES	Band 7	68	9.9%	£26.05	22	3.2%	£26.58	£0.52	1.97%	90	£26.18
HEALTHCARE SCIENCES	Band 8A	34	4.9%	£30.37	12	1.7%	£30.88	£0.51	1.65%	46	£30.51
HEALTHCARE SCIENCES	Band 8B	13	1.9%	£35.89	7	1.0%	£35.78	-£0.11	-0.29%	20	£35.85
HEALTHCARE SCIENCES	Band 8C	3	0.4%	£43.56	4	0.6%	£42.83	-£0.73	-1.71%	7	£43.15
HEALTHCARE SCIENCES	Band 8D	7	1.0%	£48.54	6	0.9%	£50.32	£1.77	3.52%	13	£49.36
HEALTHCARE SCIENCES	Band 9	1	33.3%	£57.07	1	0.1%	£59.54	£2.47	4.15%	2	£58.31
HEALTHCARE SCIENCES Total		467	67.7%	£20.26	223	32.3%	£20.02	-£0.25	-1.24%	690	£20.18
DENTAL SUPPORT	Band 2	3	1.2%	£12.97						3	£12.97
DENTAL SUPPORT	Band 3	21	8.3%	£13.86						21	£13.86
DENTAL SUPPORT	Band 4	173	68.7%	£14.96	4	1.6%	£13.89	-£1.07	-7.68%	177	£14.93
DENTAL SUPPORT	Band 5	30	11.9%	£18.45	1	0.4%	£19.26	£0.82	4.24%	31	£18.47
DENTAL SUPPORT	Band 6	12	4.8%	£22.24	1	0.4%	£23.58	£1.34	5.68%	13	£22.34
DENTAL SUPPORT	Band 7	4	23.5%	£26.54	3	1.2%	£25.24	-£1.31	-5.18%	7	£25.98
DENTAL SUPPORT Total		243	96.4%	£15.82	9	3.6%	£19.35	£3.53	18.23%	252	£15.95
MEDICAL SUPPORT	Band 2	7	4.9%	£12.68	10	6.9%	£12.97	£0.29	2.26%	17	£12.85
MEDICAL SUPPORT	Band 3	5	3.5%	£13.44	1	0.7%	£14.06	£0.62	4.41%	6	£13.54
MEDICAL SUPPORT	Band 4	6	4.2%	£15.35						6	£15.35
MEDICAL SUPPORT	Band 5	36	25.0%	£16.53	11	7.6%	£16.04	-£0.49	-3.06%	47	£16.42
MEDICAL SUPPORT	Band 6	5	3.5%	£19.69	5	3.5%	£21.88	£2.20	10.04%	10	£20.79
MEDICAL SUPPORT	Band 7	46	31.9%	£24.92	7	4.9%	£24.17	-£0.75	-3.12%	53	£24.82
MEDICAL SUPPORT	Band 8A	4	2.8%	£29.15	1	0.7%	£29.15	£0.00	0.00%	5	£29.15
MEDICAL SUPPORT Total		109	75.7%	£20.23	35	24.3%	£17.94	-£2.28	-12.73%	144	£19.67
NURSING/MIDWIFERY	TUPE	5	0.0%	£11.53						5	£11.53
NURSING/MIDWIFERY	Band 2	2692	21.7%	£12.42	461	3.7%	£12.32	-£0.10	-0.81%	3153	£12.41
NURSING/MIDWIFERY	Band 3	1537	12.4%	£13.65	177	1.4%	£13.44	-£0.21	-1.60%	1714	£13.63
NURSING/MIDWIFERY	Band 4	255	2.1%	£14.62	18	0.1%	£14.32	-£0.30	-2.13%	273	£14.60
NURSING/MIDWIFERY	Band 5	4159	33.6%	£18.33	263	2.1%	£17.77	-£0.56	-3.12%	4422	£18.30
NURSING/MIDWIFERY	Band 6	1509	12.2%	£21.92	73	0.6%	£21.33	-£0.59	-2.76%	1582	£21.89
NURSING/MIDWIFERY	Band 7	951	7.7%	£25.97	92	0.7%	£26.26	£0.29	1.12%	1043	£25.99
NURSING/MIDWIFERY	Band 8A	112	0.9%	£30.14	18	0.1%	£30.18	£0.03	0.11%	130	£30.15

NURSING/MIDWIFERY	Band 8B	39	0.3%	£35.52	2	0.0%	£36.81	£1.29	3.51%	41	£35.58
NURSING/MIDWIFERY	Band 8C	17	0.1%	£42.53	1	0.0%	£40.64	-£1.89	-4.65%	18	£42.43
NURSING/MIDWIFERY	Band 8D	5	9.1%	£48.66	1	1.8%	£50.32	£1.65	3.28%	6	£48.94
NURSING/MIDWIFERY Total		11281	91.1%	£17.55	1106	8.9%	£15.98	-£1.57	-9.81%	12387	£17.41
OTHER THERAPEUTIC	Band 2	48	6.5%	£12.72	7	1.0%	£12.53	-£0.18	-1.46%	55	£12.69
OTHER THERAPEUTIC	Band 3	14	1.9%	£13.17	2	0.3%	£13.02	-£0.15	-1.13%	16	£13.15
OTHER THERAPEUTIC	Band 4	34	4.6%	£12.73	3	0.4%	£13.25	£0.51	3.88%	37	£12.78
OTHER THERAPEUTIC	Band 5	109	14.9%	£17.36	16	2.2%	£16.65	-£0.71	-4.28%	125	£17.27
OTHER THERAPEUTIC	Band 6	73	9.9%	£20.65	8	1.1%	£21.04	£0.39	1.87%	81	£20.69
OTHER THERAPEUTIC	Band 7	134	18.3%	£24.71	21	2.9%	£24.13	-£0.57	-2.36%	155	£24.63
OTHER THERAPEUTIC	Band 8A	113	15.4%	£30.34	13	1.8%	£30.04	-£0.30	-0.99%	126	£30.30
OTHER THERAPEUTIC	Band 8B	82	11.2%	£35.70	14	1.9%	£35.44	-£0.26	-0.73%	96	£35.66
OTHER THERAPEUTIC	Band 8C	23	3.1%	£42.29	9	1.2%	£43.56	£1.27	2.92%	32	£42.65
OTHER THERAPEUTIC	Band 8D	3	0.4%	£48.94	6	0.8%	£49.97	£1.03	2.07%	9	£49.63
OTHER THERAPEUTIC	Band 9	1	0.1%	£57.07	1	0.1%	£59.54	£2.47	4.15%	2	£58.31
OTHER THERAPEUTIC Total		634	86.4%	£24.40	100	13.6%	£27.33	£2.93	10.72%	734	£24.80
PERSONAL AND SOCIAL CARE	Band 3				1	1.4%	£13.02			1	£13.02
PERSONAL AND SOCIAL CARE	Band 4	11	14.9%	£15.01	1	1.4%	£14.11	-£0.90	-6.38%	12	£14.94
PERSONAL AND SOCIAL CARE	Band 5	7	9.5%	£16.85	1	1.4%	£19.26	£2.41	12.53%	8	£17.15
PERSONAL AND SOCIAL CARE	Band 6	20	27.0%	£22.35	10	13.5%	£22.39	£0.05	0.21%	30	£22.36
PERSONAL AND SOCIAL CARE	Band 7	18	24.3%	£26.54						18	£26.54
PERSONAL AND SOCIAL CARE	Band 8A	2	2.7%	£29.15						2	£29.15
PERSONAL AND SOCIAL CARE	Band 8B	1	1.4%	£34.41	2	2.7%	£34.41	£0.00	0.00%	3	£34.41
PERSONAL AND SOCIAL CARE Total		59	79.7%	£22.04	15	20.3%	£22.61	£0.57	2.52%	74	£22.16
SUPPORT SERVICES	TUPE	5	0.1%	£9.37						5	£9.37
SUPPORT SERVICES	Band 1	1	0.0%	£11.89						1	£11.89
SUPPORT SERVICES	Band 2	2081	60.2%	£12.74	828	24.0%	£12.74	-£0.01	-0.04%	2909	£12.74
SUPPORT SERVICES	Band 3	180	5.2%	£13.91	142	4.1%	£13.64	-£0.27	-1.95%	322	£13.79
SUPPORT SERVICES	Band 4	8	0.2%	£14.58	72	2.1%	£14.96	£0.38	2.53%	80	£14.92
SUPPORT SERVICES	Band 5	10	0.3%	£17.95	61	1.8%	£18.16	£0.20	1.13%	71	£18.13
SUPPORT SERVICES	Band 6	8	0.2%	£21.57	20	0.6%	£21.80	£0.23	1.07%	28	£21.73
SUPPORT SERVICES	Band 7	6	0.2%	£25.58	17	0.5%	£25.06	-£0.51	-2.05%	23	£25.20
SUPPORT SERVICES	Band 8A	4	0.1%	£29.73	7	0.2%	£30.14	£0.41	1.37%	11	£29.99
SUPPORT SERVICES	Band 8B	2	0.1%	£35.61	2	0.1%	£35.61	£0.00	0.00%	4	£35.61

SUPPORT SERVICES	Band 8C				1	0.0%	£40.64	£40.64		1	£40.64
SUPPORT SERVICES Total		2305	66.7%	£12.97	1150	33.3%	£13.78	£0.82	5.93%	3455	£13.24
Grand Total		19096	85.5%	£17.52	3249	14.5%	£16.94	-£0.58	-3.42%	22345	£17.44

Appendix II. Gender Pay Gap Analysis for Hospital Medical and Dental Staff.

Gender Pay Gap analysis hourly rate comparison - Hospital Medical & Dental staff - 2023										
Job Family	Female			Male			Combined			
	Gender Count	Gender Count % of Job Family	Average Basic Hourly Rate	Count 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
ASSOCIATE SPECIALIST	10	0.4%	£47.78	2	0.1%	£46.70	-£1.08	-2.30%	12	£47.60
CAREER START GP	5	0.2%	£39.22	3	0.1%	£39.22	£0.00	0.00%	8	£39.22
CLINICAL DIRECTOR	2	0.1%	£47.55	2	0.1%	£47.13	-£0.42	-0.90%	4	£47.34
CLINICAL FELLOW (GAP/SERVICE)	3	0.1%	£17.84	2	0.1%	£17.49	-£0.36	-2.04%	5	£17.70
CLINICAL FELLOW FH01	2	0.1%	£13.26						2	£13.26
CLINICAL FELLOW FH02	10	0.4%	£16.98	4	0.2%	£16.71	-£0.27	-1.61%	14	£16.91
CONSULTANT	253	10.4%	£50.79	342	14.1%	£52.00	£1.21	2.33%	595	£51.48
CT SPECIALTY REGISTRAR (LAT)	1	0.0%	£18.56	1	0.0%	£20.05	£1.49	7.45%	2	£19.30
CT SPECIALTY REGISTRAR (STRCT)	95	3.9%	£19.87	90	3.7%	£19.78	-£0.09	-0.44%	185	£19.82
DENTAL OFFICER COMMUNITY	29	1.2%	£34.80	10	0.4%	£34.74	-£0.06	-0.18%	39	£34.78
EMERGENCY PRATITIONER				1	0.0%	£35.19			1	£35.19
FOUNDATION HOUSE OFFICER 1	157	6.5%	£13.30	123	5.1%	£13.27	-£0.02	-0.18%	280	£13.28
FOUNDATION HOUSE OFFICER 2	150	6.2%	£16.52	104	4.3%	£16.49	-£0.04	-0.23%	254	£16.51
FIXED TERM SPECIALTY REGISTRAR (STRFT)	2	0.1%	£17.49	2	0.1%	£18.77	£1.28	6.83%	4	£18.13
G-DENS DENTIST	21	0.9%	£39.85	6	0.2%	£39.85	£0.00	0.00%	27	£39.85
GENERAL PRACTITIONER				1	0.0%	£50.00			1	£50.00
GP APPRAISER	20	0.8%	£49.09	12	0.5%	£49.09	£0.00	0.00%	32	£49.09
GP LOCAL APPRAISAL ADVISER				1	0.0%	£52.63			1	£52.63
GP WITH SPECIAL INTERESTS	2	0.1%	£58.72	4	0.2%	£58.72	£0.00	0.00%	6	£58.72
GPWSI	5	0.2%	£45.89	7	0.3%	£45.89	£0.00	0.00%	12	£45.89
HOSPITAL PRACTITIONER	7	0.3%	£35.59	4	0.2%	£40.88	£5.29	12.94%	11	£37.51
LOCUM CONSULTANT AWAITING SPECIALIST REGISTRAR				1	0.0%	£47.45			1	£47.45
LOCUM APPT FOR SERVICE STR HIGHER	5	0.2%	£22.59	2	0.1%	£22.59	£0.00	0.00%	7	£22.59
LOCUM CONSULTANT	19	0.8%	£47.06	52	2.1%	£51.66	£4.60	8.91%	71	£50.43

LOCUM FOUNDATION HOUSE OFFICER 1	4	0.2%	£14.09	2	0.1%	£14.09	£0.00	0.00%	6	£14.09
LOCUM FOUNDATION HOUSE OFFICER 2	12	0.5%	£17.52	9	0.4%	£17.52	£0.00	0.00%	21	£17.52
LOCUM SEN HOUSE OFF INC SESSIONAL	1	0.0%	£19.67						1	£19.67
LOCUM SPECIALIST REGISTRAR	1	0.0%	£22.59	2	0.1%	£22.59	£0.00	0.00%	3	£22.59
LOCUM SPECIALTY DOCTOR	5	0.2%	£25.93						5	£25.93
LOCUM SPECIALTY REGISTRAR (STR)	20	0.8%	£22.59	9	0.4%	£22.59	£0.00	0.00%	29	£22.59
MEDICAL DIRECTOR	3	0.1%	£55.11	3	0.1%	£58.28	£3.16	5.43%	6	£56.69
OPHTHALMIC ADVISOR LEAD	1	0.0%	£54.08						1	£54.08
OUT OF HOURS SALARIED GP	13	0.5%	£58.01	4	0.2%	£58.01	£0.00	0.00%	17	£58.01
SALARIED 2C GP	4	0.2%	£42.06	1	0.0%	£42.06	£0.00	0.00%	5	£42.06
SALARIED GENERAL PRACTITIONER	2	0.1%	£45.88	1	0.0%	£45.88	£0.00	0.00%	3	£45.88
SALARIED GP	18	0.7%	£33.50	11	0.5%	£42.19	£8.69	20.59%	29	£36.80
SALARIED GP (NEW)	4	0.2%	£42.09						4	£42.09
SALARIED GP WITH SPECIAL INTEREST	14	0.6%	£45.46	13	0.5%	£44.89	-£0.57	-1.27%	27	£45.18
SENIOR CLIN FELLOW (STR)	13	0.5%	£22.93	12	0.5%	£22.43	-£0.50	-2.23%	25	£22.69
SENIOR DENTAL OFFICER COMMUNITY	12	0.5%	£41.86	4	0.2%	£41.86	£0.00	0.00%	16	£41.86
SENIOR HOUSE OFFICER				6	0.2%	£22.90			6	£22.90
SESSIONAL GP	1	0.0%	£75.00						1	£75.00
SPECIALITY DOCTOR	75	3.1%	£33.40	38	1.6%	£31.77	-£1.63	-5.13%	113	£32.85
SPECIALITY REGISTRAR (STR)	260	10.7%	£23.25	261	10.8%	£22.88	-£0.38	-1.65%	521	£23.06
STR (LAT)	9	0.4%	£21.41	4	0.2%	£23.41	£1.99	8.52%	13	£22.03
HOSPITAL MEDICAL & DENTAL TOTAL	1270	52.3%	£29.89	1156	47.7%	£32.88	£2.99	9.10%	2426	£31.31

Appendix III. Gender Pay Gap Analysis for Senior Managers

Gender Pay Gap analysis - hourly rate comparison - Senior Managers - 2023										
	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%	£28.01	£28.01	100.00%	1	£28.01
SENIOR MANAGER GRADE B PROT				1	4.3%	£40.84			1	£40.84
SENIOR MANAGER GRADE A	3	13.0%	£35.14	1	4.3%	£36.54	£1.40	3.84%	4	£35.49
SENIOR MANAGER GRADE D				4	17.4%	£47.99			4	£47.99
SENIOR MANAGER GRADE F	6	26.1%	£55.06	5	21.7%	£57.10	£2.04	3.57%	11	£55.99
SENIOR MANAGER GRADE G				1	4.3%	£76.02			1	£76.02
SENIOR MANAGER GRADE H	1	4.3%	£74.09						1	£74.09
SENIOR MANAGER TOTAL	10	43.5%	£50.99	13	56.5%	£50.68	-£0.30	-0.60%	23	£50.82