



NHS Grampian Equal Pay Monitoring Report

April 2019

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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 public bodies to ensure that there was no gender inequality in their rates of pay between men and women doing the same job.

The monitoring measures included:

- A requirement for public bodies to publish every two years from 30th April 2013 onwards, 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.
- Public bodies must publish every four years a statement on equal pay.

NHS Grampian has complied fully with these requirements and published Equal Pay information by the due dates in April 2013, April 2015 and April 2017. This is the Equal Pay Report for 2019.

2. The content of the Report

By law, the Report must include:

- a) An Equal Pay Statement of our policy on equal pay between male and female employees.
- b) Detailed information in the prescribed format to highlight any pay differentials.
- c) Details of any occupational segregation amongst our employees, being the concentration of men and women in particular grades and in particular occupations.
- d) The information published must be based on the most recent data available.

3. 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 decision.
- 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.

4. Gender pay analysis

The overall Gender Pay Analysis is shown in Table One below:

- 89.5% of NHS Grampian staff (19,398) are in the Agenda for Change category. In this category female staff receive on average 45 pence per hour more than male staff. This is an increase compared to 2017 when on average, female staff received 23 pence per hour more than male staff.

Average pay for staff in the Agenda for Change category was £13.97 per hour, this is an increase compared to 2017 when the average pay per hour was £13.39. This reflects the 2018 pay increase.

- 10.4% of NHS Grampian staff (2,259) are in the Medical and Dental Category, this compares to 8% in 2017. In this category male staff receive on average £3.17 more per hour than female staff. This is a reduction compared to 2017 when male staff received on average £4.78 per hour more than female staff. This differential is partly due to female staff taking more careers breaks than male staff. When staff return to work after taking a career break, they usually return on the same grade as when they left.

Average pay for staff in the Medical and Dental category in 2019 was £27.99 per hour. This is a reduction compared to 2017 when the average pay per hour was £30.68. The reason for this reduction is that NHS Grampian is now the Lead Employer for Doctors and Dentists in Training for the North of Scotland. These staff earn less than career grade doctors, hence the apparent reduction in hourly rate.

- 0.13% of NHS Grampian staff (28) are in the Executive and Senior Managers Category. This compares to 0.16% (34) in 2017. In this category males receive on average £3.74 per hour more than female staff. This is a reduction compared to 2017 when male staff received on average £5.84 per hour more than female staff.

Average pay for staff in the Executive and Senior Managers category was £45.32 per hour. In 2017 this figure was £41.35, this increase reflects the 2018 pay increase.

Overall

Within NHS Grampian, female staff in the Agenda for Change category receive 45 pence per hour more than male staff.

This means that on average, 16,917 female staff out of a total workforce of 18,096 receive more pay per hour than their male colleagues.

Male Hospital and Medical Dental Staff receive on average staff £3.17 more per hour than female staff

Male Executive and Senior Managers earn on average £3.74 more than female Senior Managers.

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

Detailed information from which the Gender pay analysis was compiled

The detailed information from which the gender pay analysis was compiled is show at:

Appendix I: Agenda for Change

Appendix II: Medical and Dental

Appendix III: Executive and Senior Managers

Table One

	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
Agenda for Change	16917	87.2%	£14.02	2481	12.8%	£13.57	- £0.45	-3.30%	19398	£13.97
Hospital Medical and Dental	1164	51.5%	£26.45	1095	48.5%	£29.62	+ £3.17	10.71%	2259	£27.99
Executive and Senior Managers	15	53.6%	£43.59	13	46.4%	£47.33	+ £3.74	7.90%	28	£45.32

5. 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 at 5 (i) below.

(i) Nursing and Allied Health Professions (AHP)

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 83.5% of its staff being female while 16.5% are male. 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 2,259 medical and dental staff. 51.5% (1,164) are female, while 48.5% (1,095) 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. The University of Aberdeen Medical and Dental Schools have also played an important part in this work.

(iii) Support Staff

Historically, Portering Services were seen as a male occupation, while Domestic Services were seen as a female occupation. NHS Grampian has worked hard to break down these stereotypes and promote jobs in Portering Services and Domestic Services as equally attractive to both males and females. This approach has been successful and will continue.

(iv) Executive and Senior Managers

There are 28 staff on Executive and Senior Manager Grades A to H, comprising 15 females and 13 males as at 31st March 2019.

In 2017, there were 39 Executive and Senior Managers comprising 20 females and 19 males.

These figures indicate that recruitment procedures for senior posts within NHS Grampian are fair and free from any gender bias.

(v) Health Board members

The NHS Grampian Health Board comprises 18 persons. The gender make up as at 31st March 2019 was 11 females and 7 males. In 2017, the figures were 8 females and 10 males.

This indicates that the NHS Grampian Health Board has a fair gender balance.

6. Comments

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

By email to: Nigel.firth@nhs.net

By post to:

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Equality and Diversity Manager,
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Foresterhill House,
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By voicemail to: 01224 552245

Appendix I Gender Pay Gap analysis - hourly rate comparison - Agenda for Change staff - 2019

Job Family	Band	Female			Male			Combined			
		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 2	629	23.5%	£9.57	70	2.6%	£9.34	-£0.23	-2.45%	699	£9.55
ADMINISTRATIVE SERVICES	Band 3	529	19.8%	£10.46	37	1.4%	£10.19	-£0.27	-2.62%	566	£10.44
ADMINISTRATIVE SERVICES	Band 4	625	23.3%	£11.83	36	1.3%	£11.45	-£0.39	-3.40%	661	£11.81
ADMINISTRATIVE SERVICES	Band 5	178	6.6%	£14.02	36	1.3%	£13.63	-£0.39	-2.85%	214	£13.96
ADMINISTRATIVE SERVICES	Band 6	136	5.1%	£17.54	76	2.8%	£17.47	-£0.07	-0.40%	212	£17.52
ADMINISTRATIVE SERVICES	Band 7	99	3.7%	£20.64	49	1.8%	£20.60	-£0.05	-0.23%	148	£20.63
ADMINISTRATIVE SERVICES	Band 8A	54	2.0%	£24.91	18	0.7%	£24.28	-£0.63	-2.60%	72	£24.75
ADMINISTRATIVE SERVICES	Band 8B	31	1.2%	£29.39	18	0.7%	£29.83	£0.44	1.47%	49	£29.56
ADMINISTRATIVE SERVICES	Band 8C	27	1.0%	£35.52	15	0.6%	£36.78	£1.25	3.41%	42	£35.97
ADMINISTRATIVE SERVICES	Band 8D	12	0.4%	£41.16	1	0.0%	£44.25	£3.09	6.99%	13	£41.40
ADMINISTRATIVE SERVICES	Band 9	1	0.0%	£48.52	1	0.0%	£50.81	£2.29	4.51%	2	£49.67
ADMINISTRATIVE SERVICES Total		2321	86.7%	£12.77	357	13.3%	£16.50	£3.74	22.64%	2678	£13.27
ALLIED HEALTH PROFESSION	Band 2	11	0.7%	£9.54	2	0.1%	£9.14	-£0.40	-4.33%	13	£9.48
ALLIED HEALTH PROFESSION	Band 3	171	11.5%	£10.36	6	0.4%	£10.03	-£0.33	-3.27%	177	£10.35
ALLIED HEALTH PROFESSION	Band 4	53	3.6%	£11.72	5	0.3%	£11.63	-£0.09	-0.76%	58	£11.71
ALLIED HEALTH PROFESSION	Band 5	129	8.6%	£12.92	16	1.1%	£13.16	£0.24	1.82%	145	£12.95
ALLIED HEALTH PROFESSION	Band 6	510	34.2%	£17.15	40	2.7%	£16.90	-£0.25	-1.48%	550	£17.13
ALLIED HEALTH PROFESSION	Band 7	385	25.8%	£20.99	21	1.4%	£21.33	£0.34	1.58%	406	£20.34
ALLIED HEALTH PROFESSION	Band 8A	102	6.8%	£25.32	7	0.5%	£25.06	-£0.26	-1.02%	109	£25.30
ALLIED HEALTH PROFESSION	Band 8B	15	1.0%	£30.56	3	0.2%	£29.69	-£0.87	-2.94%	18	£30.41
ALLIED HEALTH PROFESSION	Band 8C	15	1.0%	£37.17						15	£37.17
ALLIED HEALTH PROFESSION	Band 8D	1	0.1%	£44.25						1	£44.25
ALLIED HEALTH PROFESSION Total		1392	93.3%	£17.70	100	6.7%	£17.36	-£0.34	-1.97%	1492	£17.68
AMBULANCE SERVICES	Band 2				9	100.0%	£9.33			9	£9.33
ALLIED HEALTH PROFESSION Total					9	100.0%	£9.33			9	£0.00
HEALTHCARE SCIENCES	Band 2	80	12.4%	£9.45	30	4.7%	£9.27	-£0.18	-1.95%	110	£9.40

HEALTHCARE SCIENCES	Band 3	69	10.7%	£10.71	40	6.2%	£10.37	-£0.34	-3.31%	109	£10.59
HEALTHCARE SCIENCES	Band 4	38	5.9%	£11.57	17	2.6%	£11.03	-£0.54	-4.87%	55	£11.40
HEALTHCARE SCIENCES	Band 5	33	5.1%	£13.26	19	2.9%	£13.20	-£0.05	-0.40%	52	£13.24
HEALTHCARE SCIENCES	Band 6	95	14.7%	£17.37	39	6.0%	£17.30	-£0.07	-0.39%	134	£17.35
HEALTHCARE SCIENCES	Band 7	67	10.4%	£20.44	28	4.3%	£21.08	£0.64	3.02%	95	£20.63
HEALTHCARE SCIENCES	Band 8A	29	4.5%	£24.21	14	2.2%	£24.88	£0.67	2.70%	43	£24.42
HEALTHCARE SCIENCES	Band 8B	15	2.3%	£29.52	7	1.1%	£30.15	£0.63	2.08%	22	£29.72
HEALTHCARE SCIENCES	Band 8C	6	0.9%	£36.82	4	0.6%	£35.96	-£0.86	-2.39%	10	£36.48
HEALTHCARE SCIENCES	Band 8D	5	0.8%	£39.50	8	1.2%	£43.24	£3.74	8.65%	13	£41.80
HEALTHCARE SCIENCES	Band 9	1	14.3%	£50.81	1	0.2%	£53.21	£2.40	4.51%	2	£52.01
HEALTHCARE SCIENCES Total		438	67.9%	£16.00	207	32.1%	£16.90	£0.91	5.36%	645	£16.29
DENTAL SUPPORT	Band 2	7	2.6%	£9.72						7	£9.72
DENTAL SUPPORT	Band 3	31	11.5%	£9.86						31	£9.86
DENTAL SUPPORT	Band 4	173	64.1%	£11.88	3	1.1%	£11.39	-£0.48	-4.25%	176	£11.87
DENTAL SUPPORT	Band 5	32	11.9%	£14.76	3	1.1%	£13.59	-£1.17	-8.60%	35	£14.66
DENTAL SUPPORT	Band 6	13	4.8%	£17.29	2	0.7%	£18.48	£1.19	6.44%	15	£17.45
DENTAL SUPPORT	Band 7	2	5.9%	£21.87	2	0.7%	£22.23	£0.36	1.63%	4	£22.05
DENTAL SUPPORT	Band 8A	1	0.4%	£25.81						1	£25.81
DENTAL SUPPORT	Band 8B				1	0.4%	£30.97			1	£30.97
DENTAL SUPPORT Total		259	95.9%	£12.34	11	4.1%	£17.03	£4.70	27.57%	270	£12.53
MEDICAL SUPPORT	Band 2	18	16.1%	£9.75	16	14.3%	£9.64	-£0.11	-1.13%	34	£9.70
MEDICAL SUPPORT	Band 3	2	1.8%	£9.35						2	£9.35
MEDICAL SUPPORT	Band 4	12	10.7%	£11.32						12	£11.32
MEDICAL SUPPORT	Band 5	7	6.3%	£14.42	5	4.5%	£18.58	£4.17	22.42%	12	£14.60
MEDICAL SUPPORT	Band 6	14	12.5%	£14.70	6	5.4%	£18.58	£3.88	20.88%	20	£15.87
MEDICAL SUPPORT	Band 7	27	24.1%	£18.19	3	2.7%	£17.13	-£1.06	-6.17%	30	£18.08
MEDICAL SUPPORT	Band 8A	2	1.8%	£24.02						2	£24.02
MEDICAL SUPPORT Total		82	73.2%	£14.34	30	26.8%	£13.05	-£1.29	-9.91%	112	£13.99
NURSING/MIDWIFERY	Band 2	2451	22.5%	£9.46	253	2.3%	£9.31	-£0.15	-1.61%	2704	£9.45
NURSING/MIDWIFERY	Band 3	577	5.3%	£10.49	53	0.5%	£10.27	-£0.22	-2.18%	630	£10.48
NURSING/MIDWIFERY	Band 4	106	1.0%	£11.56	2	0.0%	£11.82	£0.26	2.22%	108	£11.56
NURSING/MIDWIFERY	Band 5	4550	41.7%	£14.54	255	2.3%	£14.26	-£0.28	-1.99%	4805	£14.53
NURSING/MIDWIFERY	Band 6	1508	13.8%	£17.55	63	0.6%	£16.85	-£0.71	-4.21%	1571	£17.53
NURSING/MIDWIFERY	Band 7	827	7.6%	£20.61	87	0.8%	£21.04	£0.42	2.01%	914	£20.65

NURSING/MIDWIFERY	Band 8A	95	0.9%	£24.69	18	0.2%	£24.58	-£0.11	-0.45%	113	£24.68
NURSING/MIDWIFERY	Band 8B	30	0.3%	£28.93	4	0.0%	£29.80	£0.87	2.93%	34	£29.03
NURSING/MIDWIFERY	Band 8C	20	0.2%	£34.99						20	£34.99
NURSING/MIDWIFERY	Band 8D	5	10.6%	£38.96	1	2.1%	£29.80	-£9.15	-30.72%	6	£39.51
NURSING/MIDWIFERY Total		10169	93.3%	£14.19	736	6.7%	£13.66	-£0.52	-3.84%	10905	£14.15
OTHER THERAPEUTIC	Band 2	41	8.1%	£9.47	6	1.2%	£9.34	-£0.12	-1.33%	47	£9.45
OTHER THERAPEUTIC	Band 3	4	0.8%	£10.15	1	0.2%	£10.92	£0.77	7.03%	5	£10.30
OTHER THERAPEUTIC	Band 4	24	4.7%	£10.71	3	0.6%	£9.47	-£1.24	-13.07%	27	£10.57
OTHER THERAPEUTIC	Band 5	51	10.0%	£13.46	7	1.4%	£13.98	£0.52	3.72%	58	£13.52
OTHER THERAPEUTIC	Band 6	69	13.6%	£15.52	11	2.2%	£15.46	-£0.06	-0.41%	80	£15.52
OTHER THERAPEUTIC	Band 7	63	12.4%	£18.57	5	1.0%	£17.89	-£0.67	-3.75%	68	£18.52
OTHER THERAPEUTIC	Band 8A	105	20.7%	£24.53	10	2.0%	£25.01	£0.48	1.92%	115	£24.57
OTHER THERAPEUTIC	Band 8B	63	12.4%	£30.08	9	1.8%	£29.76	-£0.33	-1.09%	72	£30.04
OTHER THERAPEUTIC	Band 8C	20	3.9%	£36.00	6	1.2%	£36.62	£0.62	1.68%	26	£36.14
OTHER THERAPEUTIC	Band 8D	3	0.6%	£44.25	6	1.2%	£44.25	£0.00	0.00%	9	£44.25
OTHER THERAPEUTIC	Band 9				1	0.2%	£53.21	£53.21	100.00%	1	£53.21
OTHER THERAPEUTIC Total		443	87.2%	£20.17	65	12.8%	£23.22	£3.04	13.11%	508	£20.56
PERSONAL AND SOCIAL CARE	Band 3	1	1.0%	£10.92						1	£10.92
PERSONAL AND SOCIAL CARE	Band 4	18	18.4%	£11.86	2	2.0%	£11.91	£0.05	0.39%	20	£11.87
PERSONAL AND SOCIAL CARE	Band 5	8	8.2%	£14.27	2	2.0%	£15.29	£1.03	6.70%	10	£14.47
PERSONAL AND SOCIAL CARE	Band 6	26	26.5%	£17.49	7	7.1%	£18.18	£0.70	3.82%	33	£17.63
PERSONAL AND SOCIAL CARE	Band 7	26	26.5%	£20.49	3	3.1%	£21.52	£1.03	4.77%	29	£20.60
PERSONAL AND SOCIAL CARE	Band 8A				2	2.0%	£25.81			2	£25.81
PERSONAL AND SOCIAL CARE	Band 8B	3	3.1%	£29.25						3	£29.25
PERSONAL AND SOCIAL CARE Total		82	83.7%	£17.24	16	16.3%	£18.62	£1.37	7.38%	98	£17.47
SUPPORT SERVICES	Band 1	29	1.1%	£8.93	15	0.6%	£8.93	£0.00	0.00%	44	£8.93
SUPPORT SERVICES	Band 2	1533	57.2%	£9.55	646	24.1%	£9.51	-£0.04	-0.45%	2179	£9.54
SUPPORT SERVICES	Band 3	127	4.7%	£10.61	126	4.7%	£10.29	-£0.31	-3.01%	253	£10.45
SUPPORT SERVICES	Band 4	8	0.3%	£11.60						8	£11.60
SUPPORT SERVICES	Band 5	11	0.4%	£13.90	124	4.6%	£12.95	-£0.95	-7.37%	135	£13.03
SUPPORT SERVICES	Band 6	12	0.4%	£17.46	12	0.4%	£16.99	-£0.48	-2.82%	24	£17.22
SUPPORT SERVICES	Band 7	4	0.1%	£21.87	14	0.5%	£20.89	-£0.98	-4.67%	18	£21.11
SUPPORT SERVICES	Band 8A	4	0.1%	£24.11	8	0.3%	£24.97	£0.86	3.44%	12	£24.68
SUPPORT SERVICES	Band 8B	3	0.1%	£27.48	4	0.1%	£28.51	£1.03	3.61%	7	£28.07

SUPPORT SERVICES	Band 8C				1	0.0%	£37.17	£37.17	100.00%	1	£37.17
SUPPORT SERVICES Total		1731	64.6%	£9.81	950	35.4%	£10.56	£0.75	7.11%	2681	£10.07
Grand Total		16917	87.2%	£14.02	2481	12.8%	£13.57	-£0.45	-3.30%	19398	£13.97

Appendix II Gender Pay Gap analysis hourly rate comparison - Hospital Medical & Dental staff - 2019

Job Family	Female			Male			Combined			
	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
ASSOCIATE SPECIALIST	21	0.9%	£40.83	6	0.3%	£40.7297	-£0.0979	-0.24%	27	£40.81
CAREER START GP	4	0.2%	£34.59						4	£34.59
CLINICAL DIRECTOR	2	0.1%	£40.98	2	0.1%	£41.93	£0.95	2.27%	4	£41.45
CLINICAL FELLOW (GAP/SERVICE)	12	0.5%	£16.68	6	0.3%	£16.56	-£0.11	-0.69%	18	£16.64
CONSULTANT	213	9.4%	£44.44	337	14.9%	£45.49	£1.05	2.31%	550	£45.09
COPD CLINICAL LEAD				1	0.0%	£39.08			1	£39.08
CT SPECIALTY REGISTRAR (LAT)	3	0.1%	£15.73	3	0.1%	£15.42	-£0.31	-2.04%	6	£15.57
CT SPECIALTY REGISTRAR (STRCT)	79	3.5%	£16.98	53	2.3%	£16.65	-£0.34	-2.02%	132	£16.85
DENTAL CORE TRAINING 1 GRADE	1	0.0%	£18.51	1	0.0%	£18.51	£0.00	0.00%	2	£18.51
DENTAL OFFICER COMMUNITY	27	1.2%	£30.48	9	0.4%	£29.52	-£0.97	-3.27%	36	£30.24
FOUNDATION HOUSE OFFICER 1	117	5.2%	£11.73	113	5.0%	£11.74	£0.01	0.07%	230	£11.73
FOUNDATION HOUSE OFFICER 2	106	4.7%	£14.56	94	8.6%	£14.51	-£0.05	-0.36%	200	£14.54
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%	£17.68						1	£17.68
GENERAL PRACTITIONER	8	0.4%	£40.08	10	0.4%	£41.19	£1.10	2.68%	18	£40.70
GP APPRAISER	11	0.5%	£43.28	11	0.5%	£43.28	£0.00	0.00%	22	£43.28
GP LOCAL APPRAISAL ADVISER				1	0.0%	£46.40			1	£46.40
GP WITH SPECIAL INTERESTS	3	0.1%	£51.77	4	0.2%	£51.77	£0.00	0.00%	7	£51.77
GPWSI	7	0.3%	£40.46	14	0.6%	£40.46	£0.00	0.00%	21	£40.46
HOSPITAL PRACTITIONER	7	0.3%	£36.03	9	0.4%	£36.03	£0.00	0.00%	16	£36.03
LOCUM APPT FOR SERVICE STR HIGHER	7	0.3%	£19.92	7	0.3%	£19.92	£0.00	0.00%	14	£19.92
LOCUM CONSULTANT	19	0.8%	£42.97	44	1.9%	£45.58	£2.61	5.73%	63	£44.80
LOCUM FOUNDATION HOUSE OFFICER 1	3	0.1%	£12.42	1	0.0%	£12.42	£0.00	0.00%	4	£12.42
LOCUM FOUNDATION HOUSE OFFICER 2	17	0.8%	£15.45	8	0.4%	£15.45	£0.00	0.00%	25	£15.45
LOCUM SEN HOUSE OFF INC SESSIONAL	1	0.0%	£17.34	3	0.1%	£17.34	£0.00	0.00%	4	£17.34
LOCUM SPECIALIST REGISTRAR	6	0.3%	£19.92	3	0.1%	£19.92	£0.00	0.00%	9	£19.92

LOCUM SPECIALTY DOCTOR	3	0.1%	£22.86	4	0.2%	£22.86	£0.00	0.00%	7	£22.86
LOCUM SPECIALTY REGISTRAR (STR)	36	1.6%	£19.92	25	1.1%	£19.92	£0.00	0.00%	61	£19.92
MEDICAL DIRECTOR	3	0.1%	£48.51	2	0.1%	£49.99	£1.47	2.95%	5	£49.10
MEDICAL OFFICER SESSIONAL	1	0.0%	£27.32						1	£27.32
OPHTHALMIC ADVISOR LEAD	1	0.0%	£47.68						1	£47.68
OUT OF HOURS SALARIED GP	10	0.4%	£51.15	12	0.5%	£51.15	£0.00	0.00%	22	£51.15
SALARIED 2C GP	19	0.8%	£37.09	7	0.3%	£37.09	£0.00	0.00%	26	£37.09
SALARIED GP				1	0.0%	£42.49			1	£42.49
SALARIED GP WITH SPECIAL INTEREST	7	0.3%	£41.19	9	0.4%	£40.93	-£0.26	-0.64%	16	£41.04
SENIOR CLIN FELLOW (STR)	1	0.0%	£24.24	2	0.1%	£23.76	-£0.48	-2.02%	3	£23.92
SENIOR DENTAL OFFICER COMMUNITY	12	0.5%	£36.30	5	0.2%	£37.12	£0.82	2.21%	17	£36.54
SENIOR HOUSE OFFICER	2	0.1%	£18.29	3	0.1%	£18.61	£0.32	1.70%	5	£18.48
SESSIONAL GP	1	0.0%	£75.00						1	£75.00
SPECIALITY DOCTOR	62	2.7%	£28.96	19	0.8%	£30.28	£1.32	4.35%	81	£29.27
SPECIALITY REGISTRAR (STR)	293	13.0%	£20.37	235	10.4%	£20.16	-£0.22	-1.08%	528	£20.28
SPECIALITY REGISTRAR (STR) FIXED TERM	3	0.1%	£15.73	1	0.0%	£15.42	-£0.31	-2.04%	4	£15.65
STAFF DOCTOR				1	0.0%	£27.53			1	£27.53
STR (LAT)	14	0.6%	£19.03	23	1.0%	£19.63	£0.60	3.04%	37	£19.40
HOSPITAL MEDICAL & DENTAL TOTAL	1164	51.5%	£26.45	1095	48.5%	£29.62	£3.17	10.71%	2259	£27.99

Appendix III Gender Pay Gap analysis - hourly rate comparison – Executive and Senior Managers - 2019

Job Family	Female			Male			Combined			
	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 A	5	17.9%	£31.08	1	3.6%	£32.49	£1.41	4.34%	6	£31.32
SENIOR MANAGER GRADE B	1	3.6%	£37.28	2	7.1%	£37.94	£0.65	1.72%	3	£37.72
SENIOR MANAGER GRADE C	1	3.6%	£42.35	1	3.6%	£42.35	£0.00	0.00%	2	£42.35
SENIOR MANAGER GRADE D	2	7.1%	£45.63	5	17.9%	£44.06	-£1.56	-3.55%	7	£44.51
SENIOR MANAGER GRADE F	5	17.9%	£53.51	3	10.7%	£57.72	£4.21	7.30%	8	£55.09
SENIOR MANAGER GRADE G				1	3.6%	£71.08			1	£71.08
SENIOR MANAGER GRADE H	1	3.6%	£59.97						1	£59.97
SENIOR MANAGER TOTAL	15	53.6%	£43.59	13	46.4%	£47.33	£3.74	7.90%	28	£45.32