



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

**June 2023**

This document is also available in other formats and languages, upon request. Please contact NHS Shetland on 01595 743060

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## 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 Shetland 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 Shetland 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 Shetland is performing in terms of gender equality.

## 2. The NHS Shetland Equal Pay Statement

NHS Shetland 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 Shetland 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 Shetland 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 Shetland 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. NHS Shetland Workforce

As at 31 March 2023, NHS Shetland total workforce was 1,298 with 1,037 (79.9%) women and 261 (20.1%) men. This figure includes, employees, bank workers and locum workers.

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.

### 4. Gender Pay Analysis

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

The report provides the average hourly basic rate pay gap data 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.

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

<p>A = mean hourly rate of pay of male employees B = mean hourly rate of pay of female employees</p>
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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 Shetland is shown on Table 1.

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

<b>Gender Pay Gap analysis - hourly rate comparison - NHS Shetland staff - 2023</b>										
	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	958	84.3%	£17.43	178	15.7%	£17.80	£0.36	2.04%	1136	£17.49
Hospital Medical and Dental	75	48.4%	£44.57	80	51.6%	£44.91	£0.33	0.74%	155	£43.02
Senior Managers	4	57.1%	£56.09	3	42.9%	£54.45	-£1.64	-3.02%	7	£55.39
<b>NHS Shetland Total</b>	<b>1037</b>	<b>79.9%</b>	<b>£19.29</b>	<b>261</b>	<b>20.1%</b>	<b>£26.53</b>	<b>£7.24</b>	<b>27.29%</b>	<b>1298</b>	<b>£20.74</b>

### (i) Agenda for Change (AFC)

As at 31 March 2023, NHS Shetland employed 1,298 employees. 87.8% staff (1,136) are in the Agenda for Change category.

Agenda for Change	Female	Male	Difference	% Pay Gap
	N = 958	N = 178		
<b>Average hourly basic rate</b>	£17.43	£17.80	£0.36	2.04%

Table 2 shows the distribution of female and male staff in job family, where female staff shows the majority of the workforce at 84.3%. Female staff in the Agenda for Change category receives £0.36 less on average hourly rate than male staff.

Data shows that the average basic hourly rate of male staff is higher in most job families than female staff. In administrative staff (14.92%), Allied Health Profession (10.70%), Healthcare Sciences (29.66%), Nursing/Midwifery (5.19%), Other Therapeutic (0.43%), Personal and Social Care (28.69%) and Support Services (7.55%), with a monetary variance of £0.10 to £7.89 on average basic hourly rate. The highest gender pay gap is in job families of Healthcare sciences and Personal and Social Care at £6.74 and £7.89 average basic hourly rate, respectively.

Female staff in the job family Dental Support and Medical Support receive slightly higher average basic hourly rate than male staff at £0.61 and £1.02, respectively.

Male Nursing/Midwifery staff comprises 6.7% in the job family and has a higher average hourly basic rate of £1.02 compared to female staff. Appendix I shows that male Nursing/Midwifery staff in Bands 6 and 7 are paid higher than female staff by an average of £0.77 and £1.91. However, Band 8A and 8B staff are all female.

**This pay gap maybe due to the concentration of Male staff in bands 6 and 7 and their length of service; there are few opportunities to progress to Band 8 roles which are currently occupied by female colleagues.**

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

<b>Gender Pay Gap analysis - hourly rate comparison - Agenda for Change staff - 2023</b>										
<b>Job Family</b>	<b>Female</b>			<b>Male</b>			<b>Monetary Variance M to F £</b>	<b>Monetary Variance M to F %</b>	<b>Total Gender Count</b>	<b>Total Average Basic Hourly Rate</b>
	<b>Gender Count</b>	<b>Gender Count % of Job Family</b>	<b>Average Basic Hourly Rate</b>	<b>Count of Gender</b>	<b>Gender Count % of Job Family</b>	<b>Average Basic Hourly Rate</b>				
ADMINISTRATIVE SERVICES Total	261	83.9%	£15.61	50	16.1%	£18.35	£2.74	14.92%	311	£16.05
ALLIED HEALTH PROFESSION Total	59	84.3%	£22.01	11	15.7%	£24.65	£2.64	10.70%	70	£22.42
HEALTHCARE SCIENCES Total	30	81.1%	£15.97	7	18.9%	£22.71	£6.74	29.66%	37	£17.25
DENTAL SUPPORT Total	36	97.3%	£15.96	< 5		£15.35	-£0.61	-3.99%	37	£15.95
MEDICAL SUPPORT Total	17	77.3%	£18.56	5	22.7%	£17.54	-£1.02	-5.79%	22	£18.33
NURSING/MIDWIFERY Total	429	93.3%	£18.65	31	6.7%	£19.67	£1.02	5.19%	460	£18.72
OTHER THERAPEUTIC Total	19	73.1%	£24.17	7	26.9%	£24.27	£0.10	0.43%	26	£24.20
PERSONAL AND SOCIAL CARE Total	17	94.4%	£19.62	<5	5.6%	£27.51	£7.89	28.69%	18	£20.05
SUPPORT SERVICES Total	90	58.1%	£12.94	65	41.9%	£14.00	£1.06	7.55%	155	£13.39
<b>Grand Total</b>	<b>958</b>	<b>84.3%</b>	<b>£17.43</b>	<b>178</b>	<b>15.7%</b>	<b>£17.80</b>	<b>£0.36</b>	<b>2.04%</b>	<b>1136</b>	<b>£17.49</b>

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

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

As at 31 March 2023, NHS Shetland employed 157 in the Medical and Dental Category. This is 12.1% of NHS Shetland workforce.

	<b>Female</b>	<b>Male</b>	<b>Difference</b>	<b>% Pay Gap</b>
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<b>Medical and Dental</b>	N = 75	N = 80		
<b>Average hourly basic rate</b>	£44.57	£44.91	£0.33	0.74%

Medical and dental staff shows a gender pay gap of £0.33 in favour of male staff.

There is a monetary variance of £3.68 and £1.19 in favour of female consultants and locum consultant, respectively. The six female consultants earn an average basic hourly rate of £54.36, compared to male consultants who earn £50.68.

<b>Consultant</b>	<b>Female</b>	<b>Male</b>	<b>Difference</b>	<b>% Pay Gap</b>
	N = 6	N = 6		
<b>Average hourly basic rate</b>	£54.36	£50.68	-£3.68	-7.47%

<b>Locum Consultant</b>	<b>Female</b>	<b>Male</b>	<b>Difference</b>	<b>% Pay Gap</b>
	N = 12	N = 32		
<b>Average hourly basic rate</b>	£48.62	£47.43	-£1.19	-2.50%

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

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

As at 31 March 2023, NHS Shetland has 7 staff in the Senior Manager Category, with 4 female and 3 male in post.

The Senior Manager Group is a very small grouping on different contract types, including staff on Senior Manager Grade, Medical and Dental Grades and AFC Band.

The overall pay gap for the senior managers is £1.64 where female staff receive higher average hourly basic rate and a pay gap of -3.02%.

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



Senior Management	Female	Male	Difference	% Pay Gap
	N = 4	N = 3		
Average hourly basic rate	£56.09	£54.45	-£1.64	-3.02%

#### (iv) Overall Gender Pay Gap

NHS Shetland	Female	Male	Difference	% Pay Gap
	N = 1,037 (79.9%)	N = 261 (20.1%)		
Average hourly basic rate	£19.29	£26.53	£7.24	27.29%

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

Table 3 and Figure 1 show the overall gender pay gap from 2017 to 2023 in NHS Shetland.

Table 3. Summary of Gender Pay Gap from 2017 to 2023.

Contract Type	2017	2019	2021	2023
Agenda for Change	-1.76%	9.44%	5.50%	2.04%
Dental and Medical	14.43%	5.60%	7.40%	0.74%
Senior Managers	13.14%	15.67%	N/A	-3.02%
NHS Shetland	25.55%	29.08%	28.10%	27.29%

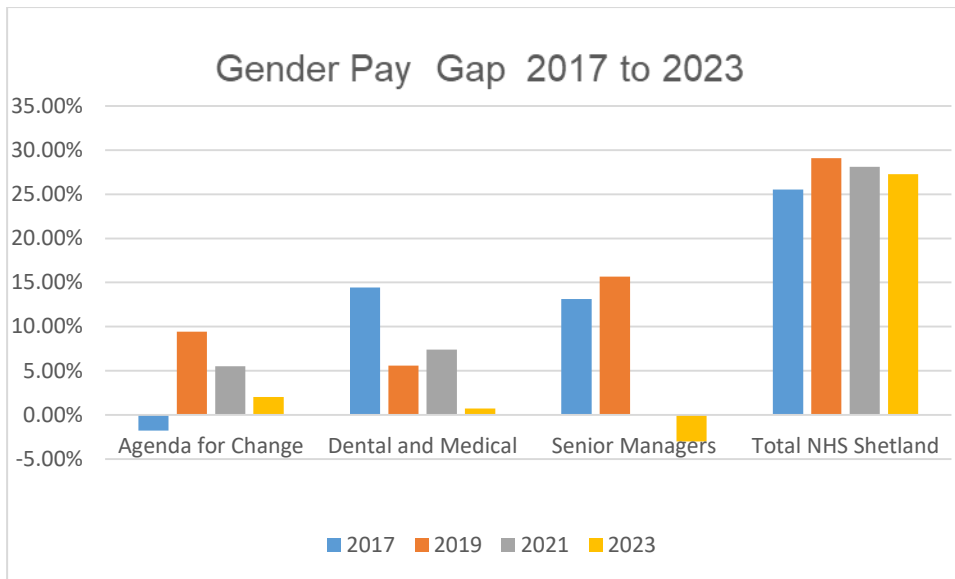


Table three and graph demonstrates the fluctuations in reporting the gender pay gap.

In 2021, Audit Scotland reported that the mean gender pay gap in Scotland when comparing overall average hourly earnings was 10.1%. NHS Shetland's overall figure in 2021 and 2023 showed a gender pay gap at 28.10% and 27.29%, respectively.

Individual staff groupings Agenda for Change, Medical and Dental, and Senior Manager, show the gender pay gap is below the mean gender pay gap in Scotland at 2.04%, 0.74% and -3.02% respectively.

The overall percentage is 27.29% above the mean gender pay gap in Scotland, therefore further investigation required to identify and review anomalies and understand any underlying issues.

Staff employed under AFC terms and conditions 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. This is demonstrated specifically in Nursing, Healthcare Sciences and Personal and Social Care; See appendix 1.

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 for this pay gap.

In previous years only Senior Manager Grades were presented, without other contract types presented collectively as in section (iv). In 2023 additional Senior Manager posts within AFC and/or Medical and Dental terms and conditions are shown collectively. In March 2023 posts across all contract type show an overall pay

gap of -3.02%. Due to the change in data presentation, previous years are not directly comparable.

## **5. NHS Shetland 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 31<sup>st</sup> March 2023, the NHS Shetland Health Board is comprised of a total of 16 members, 9 female and 7 male. There were 6 non-executive Board Members, comprising of 3 females and 3 males.

Therefore NHS Shetland meets the requirement and is fully compliant. There are four non-executive members’ posts for specific appointments who are not included in this figure. Currently these posts have two male and two female Non-Executive Board members.

## **6. Feedback**

Comments and feedback on this Report will be warmly welcomed.

Please send your comments by:

Email: [shet.hradmin@nhs.scot](mailto:shet.hradmin@nhs.scot)

By phone: 01595 743060

By post: Feedback Service  
NHS Shetland Board Headquarters  
Upper Floor Montfield  
Burgh Road  
Lerwick  
Shetland  
ZE1 0LA

## **7. Acknowledgements**

This report was produced by:

Roda Bird  
Interim Equality and Diversity Manager  
NHS Grampian  
On behalf of NHS Shetland

Data provided by NHS Grampian Payroll on behalf of NHS Shetland

Grateful thanks are expressed to Lorraine Hunter, Head of Human Resources Service Centre NHS Grampian and Lorraine Allinson and the HR Team at NHS Shetland for their input.

Note: Where numbers in a table are small, some figures have been rounded to one decimal place or expressed as 'less than five', to reduce the risk of individuals being identified inadvertently.

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

Gender Pay Gap analysis - hourly rate comparison - Agenda for Change staff - 2023											
Job Family	Band	Female			Male			Monetary Variance M to F £	Monetary Variance M to F %	Total Gender Count	Total Average Basic Hourly Rate
		Gender Count	Gender Count % of Job Family	Average Basic Hourly Rate	Count of Gender	Gender Count % of Job Family	Average Basic Hourly Rate				
ADMINISTRATIVE SERVICES	Band 2	46	14.8%	£12.42	9	2.9%	£12.63	£0.22	1.71%	55	£12.45
ADMINISTRATIVE SERVICES	Band 3	107	34.4%	£13.72	10	3.2%	£13.64	-£0.08	-0.55%	117	£13.71
ADMINISTRATIVE SERVICES	Band 4	52	16.7%	£14.76	7	2.3%	£15.00	£0.24	1.61%	59	£14.79
ADMINISTRATIVE SERVICES	Band 5	26	8.4%	£18.11	10	3.2%	£18.06	-£0.05	-0.28%	36	£18.09
ADMINISTRATIVE SERVICES	Band 6	12	3.9%	£21.82	<5	1.3%	£22.73	£0.92	4.03%	16	£22.05
ADMINISTRATIVE SERVICES	Band 7	10	3.2%	£25.76	7	2.3%	£25.56	-£0.20	-0.78%	17	£25.68
ADMINISTRATIVE SERVICES	Band 8A	<5	1.0%	£30.69	<5	0.3%	£31.46	£0.77	2.45%	<5	£30.88
ADMINISTRATIVE SERVICES	Band 8B	<5	1.3%	£36.21	<5	0.3%	£36.81	£0.60	1.63%	5	£36.33
ADMINISTRATIVE SERVICES	Band 8C	<5	0.3%	£40.64	<5	0.3%	£43.56	£2.92	6.71%	<5	£42.10
<b>ADMINISTRATIVE SERVICES Total</b>		<b>261</b>	<b>83.9%</b>	<b>£15.61</b>	<b>50</b>	<b>16.1%</b>	<b>£18.35</b>	<b>£2.74</b>	<b>14.92%</b>	<b>311</b>	<b>£16.05</b>
ALLIED HEALTH PROFESSION	Band 3	<5	5.7%	£13.28						<4	£13.28
ALLIED HEALTH PROFESSION	Band 4	10	14.3%	£14.86						10	£14.86
ALLIED HEALTH PROFESSION	Band 5	6	8.6%	£16.27	<5	4.3%	£16.73	£0.46	2.73%	9	£16.42
ALLIED HEALTH PROFESSION	Band 6	14	20.0%	£22.43	<5	2.9%	£23.58	£1.15	4.87%	16	£22.57
ALLIED HEALTH PROFESSION	Band 7	19	27.1%	£25.37	<5	4.3%	£26.22	£0.86	3.26%	22	£3.58
ALLIED HEALTH PROFESSION	Band 8A	5	7.1%	£31.00	<5	2.9%	£29.15	-£1.85	-6.36%	7	£30.47
ALLIED HEALTH PROFESSION	Band 8B				<5	1.4%	£36.81	£36.81	100.00%	<5	£36.81
ALLIED HEALTH PROFESSION	Band 8D	<5	1.4%	£48.25						<5	£48.25
<b>ALLIED HEALTH PROFESSION Total</b>		<b>59</b>	<b>84.3%</b>	<b>£22.01</b>	<b>11</b>	<b>15.7%</b>	<b>£24.65</b>	<b>£2.64</b>	<b>10.70%</b>	<b>70</b>	<b>£22.42</b>
HEALTHCARE SCIENCES	Band 3	18	48.6%	£13.66	<5	5.4%	£13.54	-£0.11	-0.85%	20	£13.64
HEALTHCARE SCIENCES	Band 4	<5	10.8%	£15.35						<5	£15.35

HEALTHCARE SCIENCES	Band 5	<5	5.4%	£13.48						<5	£13.48
HEALTHCARE SCIENCES	Band 6	<5	8.1%	£21.04	<5	5.4%	£21.89	£0.85	3.87%	5	£21.38
HEALTHCARE SCIENCES	Band 7	<5	2.7%	£23.65	<5	2.7%	£27.51	£3.86	14.03%	<5	£25.58
HEALTHCARE SCIENCES	Band 8A	<5	5.4%	£29.15	<5	5.4%	£30.30	£1.16	3.82%	<5	£29.73
<b>HEALTHCARE SCIENCES Total</b>		<b>30</b>	<b>81.1%</b>	<b>£15.97</b>	<b>7</b>	<b>18.9%</b>	<b>£22.71</b>	<b>£6.74</b>	<b>29.66%</b>	<b>37</b>	<b>£17.25</b>
DENTAL SUPPORT	Band 3	7	18.9%	£13.76						7	£13.76
DENTAL SUPPORT	Band 4	23	62.2%	£15.19	<5	2.7%	£15.35	£0.16	1.07%	24	£15.20
DENTAL SUPPORT	Band 5	<5	8.1%	£19.26						<5	£19.26
DENTAL SUPPORT	Band 6	<5	5.4%	£21.89		0.0%				<5	£21.89
DENTAL SUPPORT	Band 7	<5	2.7%	£27.51						<5	£27.51
<b>DENTAL SUPPORT Total</b>		<b>36</b>	<b>97.3%</b>	<b>£15.96</b>	<b>&lt;5</b>		<b>£15.35</b>	<b>-£0.61</b>	<b>-3.99%</b>	<b>37</b>	<b>£15.95</b>
MEDICAL SUPPORT	Band 3	<5	18.2%	£13.54	<5	9.1%	£13.54	£0.00	0.00%	6	£13.54
MEDICAL SUPPORT	Band 4	<5	9.1%	£15.35						<5	£15.35
MEDICAL SUPPORT	Band 5	<5	4.5%	£15.46	<5	4.5%	£13.48	-£1.98	-14.66%	<5	£14.47
MEDICAL SUPPORT	Band 6	9	40.9%	£20.85	<5	9.1%	£23.58	£2.72	11.56%	11	£21.35
MEDICAL SUPPORT	Band 7	<5	4.5%	£27.51						<5	£27.51
<b>MEDICAL SUPPORT Total</b>		<b>17</b>	<b>77.3%</b>	<b>£18.56</b>	<b>5</b>	<b>22.7%</b>	<b>£17.54</b>	<b>-£1.02</b>	<b>-5.79%</b>	<b>22</b>	<b>£18.33</b>
NURSING/MIDWIFERY	Band 2	64	13.9%	£12.11	<5	0.9%	£11.95	-£0.16	-1.34%	68	£12.10
NURSING/MIDWIFERY	Band 3	75	16.3%	£13.56	<5	0.9%	£13.28	-£0.28	-2.10%	79	£13.55
NURSING/MIDWIFERY	Band 4	14	3.0%	£14.56						14	£14.56
NURSING/MIDWIFERY	Band 5	117	25.4%	£18.36	7	1.5%	£17.78	-£0.57	-3.23%	124	£18.33
NURSING/MIDWIFERY	Band 6	91	19.8%	£22.10	12	2.6%	£22.87	£0.77	3.38%	103	£22.19
NURSING/MIDWIFERY	Band 7	54	11.7%	£25.60	<5	0.9%	£27.51	£1.91	6.94%	58	£25.73
NURSING/MIDWIFERY	Band 8A	5	1.1%	£29.61						5	£29.61
NURSING/MIDWIFERY	Band 8B	9	2.0%	£35.21						9	£35.21
<b>NURSING/MIDWIFERY Total</b>		<b>429</b>	<b>93.3%</b>	<b>£18.65</b>	<b>31</b>	<b>6.7%</b>	<b>£19.67</b>	<b>£1.02</b>	<b>5.19%</b>	<b>460</b>	<b>£18.72</b>
OTHER THERAPEUTIC	Band 2	<5	3.8%	£11.95						<5	£11.95
OTHER THERAPEUTIC	Band 4	<5	7.7%	£12.43	<5		£10.75			<5	£11.87
OTHER THERAPEUTIC	Band 5	<5	11.5%	£17.08	<5		£15.46			<5	£16.67
OTHER THERAPEUTIC	Band 6	<5	11.5%	£21.33	<5	11.5%	£21.33	£0.00	0.00%	6	£21.33
OTHER THERAPEUTIC	Band 7	<5	15.4%	£25.81						<5	£25.81
OTHER THERAPEUTIC	Band 8A	<5	11.5%	£30.69	<5	3.8%	£31.46	£0.77	2.45%	<5	£30.88
OTHER THERAPEUTIC	Band 8B	<5	7.7%	£35.61						<5	£35.61
OTHER THERAPEUTIC	Band 8C	<5	3.8%	£40.64						<5	£40.64

OTHER THERAPEUTIC	Band 8D				<5	3.8%	£48.25	£48.25	100.00%	<5	£48.25
<b>OTHER THERAPEUTIC Total</b>		<b>19</b>	<b>73.1%</b>	<b>£24.17</b>	<b>7</b>	<b>26.9%</b>	<b>£24.27</b>	<b>£0.10</b>	<b>0.43%</b>	<b>26</b>	<b>£24.20</b>
PERSONAL AND SOCIAL CARE	Band 4	<5	11.1%	£14.73						<5	£14.73
PERSONAL AND SOCIAL CARE	Band 5	10	55.6%	£18.88						10	£18.88
PERSONAL AND SOCIAL CARE	Band 6	<5	16.7%	£21.04						<5	£21.04
PERSONAL AND SOCIAL CARE	Band 7	<5	11.1%	£26.03	<5	5.6%	£27.51	£1.48	5.37%	<5	£26.52
<b>PERSONAL AND SOCIAL CARE Total</b>		<b>17</b>	<b>94.4%</b>	<b>£19.62</b>	<b>&lt;5</b>	<b>5.6%</b>	<b>£27.51</b>	<b>£7.89</b>	<b>28.69%</b>	<b>18</b>	<b>£20.05</b>
SUPPORT SERVICES	Band 2	77	49.7%	£12.52	50	32.3%	£12.44	-£0.08	-0.63%	127	£12.49
SUPPORT SERVICES	Band 3	5	3.2%	£13.68	<5	2.6%	£13.54	-£0.14	-1.02%	9	£13.62
SUPPORT SERVICES	Band 4	7	4.5%	£15.00	<5	1.9%	£14.11	-£0.88	-6.27%	10	£14.73
SUPPORT SERVICES	Band 5				<5	1.9%	£16.17			<5	£16.17
SUPPORT SERVICES	Band 6				<5	1.3%	£23.58			<5	£23.58
SUPPORT SERVICES	Band 7	<5	0.6%	£27.51	<5	0.6%	£24.55	-£2.96	-12.04%	<5	£26.03
SUPPORT SERVICES	Band 8B				<5	1.3%	£35.61			<5	£35.61
<b>SUPPORT SERVICES Total</b>		<b>90</b>	<b>58.1%</b>	<b>£12.94</b>	<b>65</b>	<b>41.9%</b>	<b>£14.00</b>	<b>£1.06</b>	<b>7.55%</b>	<b>155</b>	<b>£13.39</b>
<b>Grand Total</b>		<b>958</b>	<b>84.3%</b>	<b>£17.43</b>	<b>178</b>	<b>15.7%</b>	<b>£17.80</b>	<b>£0.36</b>	<b>2.04%</b>	<b>1136</b>	<b>£17.49</b>

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

<b>Gender Pay Gap analysis hourly rate comparison - Hospital Medical &amp; Dental staff - 2023</b>										
<b>Job Family</b>	<b>Female</b>			<b>Male</b>			<b>Combined</b>			
	<b>Gender Count</b>	<b>Gender Count % of Job Family</b>	<b>Average Basic Hourly Rate</b>	<b>Count of Gender</b>	<b>Gender Count % of Job Family</b>	<b>Average Basic Hourly Rate</b>	<b>Monetary Variance M to F £</b>	<b>Monetary Variance M to F %</b>	<b>Total Gender Count</b>	<b>Total Average Basic Hourly Rate</b>
DENTAL				<5	0.6%	£47.55			<5	£47.55
CONSULTANT	11	6.1%	£52.41	11	6.1%	£55.97	£3.57	6.37%	22	£54.19
DENTAL OFFICER COMMUNITY	<5	0.6%	£35.53	<5	1.1%	£35.53	£0.00	0.00%	<5	£35.53
GENERAL PRACTICE SPECIALIST TRAINEE	<5	0.6%	£24.23						<5	£24.23
HOSPITAL PRACTITIONER				<5	0.6%	£40.88			<5	£40.88
LOCUM ASSOCIATE SPECIALIST	<5	0.6%	£35.26						<5	£35.26
LOCUM CONSULTANT	7	3.9%	£47.32	23	12.8%	£50.06	£2.74	5.47%	30	£49.42
LOCUM DENTIST	<5	1.1%	£58.36	<5	2.2%	£58.36	£0.00	0.00%	6	£58.36
LOCUM GP	28	15.6%	£69.69	29	16.1%	£69.69	£0.00	0.00%	57	£69.69
LOCUM SPECIALTY REGISTRAR (STR)	5	2.8%	£22.59	5	2.8%	£22.59	£0.00	0.00%	10	£22.59
MEDICAL BANK - CONSULTANT ENHANCED	5	2.8%	£81.02	6	3.3%	£80.90	-£0.12	-0.15%	11	£80.96
MEDICAL DIRECTOR				<5	1.1%	£48.36			<5	£48.36
SALARIED GP	16	8.9%	£45.36	14	7.8%	£42.76	-£2.60	-6.09%	30	£44.15
SALARIED GP WITH SPECIAL INTEREST	<5	0.6%	£44.57						<5	£44.57
SENIOR DENTAL OFFICER COMMUNITY				<5	0.6%	£43.09			<5	£43.09
SPECIALITY DOCTOR	<5	1.1%	£35.67						<5	£35.67
SPECIALITY REGISTRAR (STR)				<5	0.6%	£17.49	£17.49	100.00%	<5	£17.49
<b>HOSPITAL MEDICAL &amp; DENTAL TOTAL</b>	<b>80</b>	<b>44.4%</b>	<b>£55.38</b>	<b>100</b>	<b>55.6%</b>	<b>£55.35</b>	<b>-£0.03</b>	<b>-0.05%</b>	<b>180</b>	<b>£55.37</b>



### Appendix III. Gender Pay Gap Analysis for Senior Managers

<b>Gender Pay Gap analysis - hourly rate comparison - Senior Managers - 2023</b>										
	<b>Female</b>			<b>Male</b>			<b>Combined</b>			
<b>Job Family</b>	<b>Gender Count</b>	<b>Gender Count % of Job Family</b>	<b>Average Basic Hourly Rate</b>	<b>Count of Gender</b>	<b>Gender Count % of Job Family</b>	<b>Average Basic Hourly Rate</b>	<b>Monetary Variance M to F £</b>	<b>Monetary Variance M to F %</b>	<b>Total Gender Count</b>	<b>Total Average Basic Hourly Rate</b>
SENIOR MANAGERS	<5	57.1%	£56.09	<5	42.9%	£54.45	-£1.64	-3.02%	7	£55.39
<b>SENIOR MANAGERS TOTAL</b>	<b>&lt;5</b>	<b>57.1%</b>	<b>£56.09</b>	<b>&lt;5</b>	<b>42.9%</b>	<b>£54.45</b>			<b>7</b>	<b>£55.39</b>