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NHS Shetland Equal Pay Monitoring Report 2021

June 2021

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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 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.

As the year four Report, as required by law, this Report also includes detailed information on any disability or ethnicity pay gap.

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. Gender Pay Analysis

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

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

(i) Agenda for Change

89.8% of NHS Shetland staff (1,158) are in the Agenda for Change Category. In this category female staff receive on average 58 pence per hour less than male staff. The figures are:

	Females	Males	Difference
Average hourly basic rate	£14.36	£15.20	-84 pence

There is no obvious pattern to this differential. Further scrutiny will be required to see if incremental progression might explain the difference.

(ii) Medical and Dental

10% of NHS Shetland staff (129) are in the Medical and Dental Category. In this category female staff receive on average £3.19 per hour less than male staff. The figures are:

	Females	Males	Difference
Average hourly basic rate	£37.22	£40.20	-£2.97*

*1 pence difference due to averaging out of the figures

There is no obvious pattern to this differential. Further scrutiny will be required to see if incremental progression might explain the difference.

(iii) Senior Managers

There are only two Senior Managers. Given the small numbers involved, it is not possible to draw any firm conclusions from pay in this category.

(iv) Overall Gender Pay

Within NHS Shetland female staff in the Agenda for Change Category (962 staff or 74% of total staff) receive on average 84 pence per hour less than male staff. Further scrutiny will be required to see if incremental progression might explain the difference.

Male Hospital and Medical Dental Staff receive on average £2.97 more per hour than female staff. Again, further scrutiny will be required to see if incremental progression might explain the difference.

These figures indicate that there is a gender pay gap, but with further scrutiny, this might be explained in full or part by incremental progression.

4. Disability Pay Analysis

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

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

Overall, there appears to be an average pay differential between staff who have identified themselves to us as having a disability and staff who have identified themselves as not having a disability of £3.41. Extracting this information shows:

Agenda for Change

	Staff with a disability	Staff without a disability	Difference
Average hourly basic rate	£14.34	£14.50	-16 pence

Medical and Dental Staff

Medical and Dental Staff Average hourly basic rate	Staff with a disability	Staff without a disability	Difference
	No one identified themselves as having a disability		

Senior Manager

Senior Manager Average hourly basic rate	Staff with a disability	Staff without a disability	Difference
	No one identified themselves as having a disability		

Overall Disability Pay

There is a very small Disability Pay Gap of 16 pence per hour. This is a not a significant variation.

The overall £3.41 Disability Pay Gap figure is generated because no Medical and Dental staff and no Senior Managers identified themselves as having a disability. These two groups tend to be higher earners. Hence, the overall average figure is distorted.

5. Ethnicity Pay Analysis

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

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

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

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

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

The Ethnic Pay Summary is shown below:

NHS Shetland Ethnic Pay Summary

NHS Shetland Pay rates by Ethnic Group, 2021		
Ethnic Category	Total No. of Employees	Average Basic Hourly Rate
African	5	£16.90
Asian	34	£30.14
Caribbean or Black	1	£9.61
Don't Know	1	£37.54
Mixed or Multiple Group	10	£22.10
Other	5	£11.55
Prefer not to say	44	£19.05
White - Irish	6	£25.45
White - Other	76	£17.50
White - Other British	314	£20.00
White - Polish	11	£10.37
White - Scottish	782	£15.04

Excluding the “Prefer not to say” and “Don’t know” categories whose ethnicity is unknown and using the “White Scottish” category average pay rate of £15.04 as the benchmark, this gives:

- Staff in 6 ethnic categories earned **more** on average than White Scottish staff
- Staff in 3 ethnic categories earned **less** on average than White Scottish Staff

In numerical terms this is:

- 890 staff earned **more** on average than White Scottish Staff
- 17 staff earned **less** on average than White Scottish Staff

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

6. Occupational segregation by Gender

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

(i) Nursing and Allied Health Professionals (AHP’s)

Traditionally, nursing and AHP professions have attracted far more females than males to train for these professions. Nursing is the biggest single occupation in the NHS by far, hence, all Health Boards in Scotland have a much higher proportion of female staff to male staff. NHS Shetland is typical with 79.36% of its staff being female. This is a slight improvement in gender balance compared to 2019 when 81.44% of NHS Shetland staff were female.

The majority of female staff are concentrated in the nursing and AHP professions. NHS Shetland 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 Shetland 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 Shetland has 129 medical and dental staff, 61 are female (47.29%) and 68 (52.71%) are male. NHS Shetland has worked hard to promote medical and dental careers to both females and males equally and the figures show that this approach has worked. As shown at Appendix III, there is no occupational segregation for medical and dental staff based on gender.

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

(iii) Senior Managers

As shown at appendix IV, there are 2 staff on Senior Manager Grades. Given this small number no conclusions can be reached.

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

As at 31 March 2021 NHS Shetland Health Board comprised 15 people. The gender make up at this time was 8 females and 7 males.

The Gender Representation on Public Boards (2018) Act (GRPB) requires public bodies to report on meeting the requirements of the Act. The requirement is to make progress towards having 50% female non-executive Board members (excluding stakeholder members).

There are 7 NHS Shetland non-executive Board members that form the basis of the gender representation calculation. There are three male and three female Non-Executive Board members and one vacancy. Therefore NHS Shetland meets the requirement and is fully compliant.

7. Occupational segregation by Disability

As shown at Appendix VI, NHS Shetland staff who have identified themselves as having a disability are spread across a wide range of

disciplines. These figures show that there is no occupational segregation within NHS Shetland based on disability.

8. Occupational segregation by Ethnicity

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

9. How to make Comments

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

By email to: shb.nhs.uk/contactus.asp

By voicemail to: NHS Shetland on (01595) 743060

By Post to:

Feedback Service,
NHS Shetland Board Headquarters,
Upper Floor Montfield,
Burgh Road,
Lerwick
Shetland
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10. Acknowledgements

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

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4th June 2021

Summary of the Gender Pay Analysis

Summary of the Gender Pay Gap Analysis Hourly Rate Comparison 2021										
	Female			Male			Combined			
Job Family	Gender Count	Gender Count % of Job Family	Average Basic Hourly Rate	Count of Gender	Gender Count % of Job Family	Average Basic Hourly Rate	Monetary Variance M to F £	Monetary Variance M to F %	Total Gender Count	Total Average Basic Hourly Rate
Agenda for Change	962	83.1%	£14.36	196	16.9%	£15.20	£0.84	5.50%	1158	£14.51
Hospital Medical and Dental	61	47.3%	£37.22	68	52.7%	£40.20	£2.97	7.40%	129	£38.79
Senior Managers	0	0.0%	£0.00	2	100.0%	£53.14			2	£53.14
NHS Shetland Total	1023	79.4%	£15.73	266	20.6%	£21.88	£6.15	28.10%	1289	£17.00

Agenda for Change Gender Pay Gap Analysis

Agenda For Change Staff Gender Pay Gap Analysis Hourly Rate Comparison, 2021											
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	47	15.1%	£10.03	8	2.6%	£10.13	£0.10	0.98%	55	£10.04
ADMINISTRATIVE SERVICES	Band 3	102	32.7%	£11.37	8	2.6%	£11.18	-£0.19	-1.72%	110	£11.36
ADMINISTRATIVE SERVICES	Band 4	44	14.1%	£12.42	5	1.6%	£11.96	-£0.46	-3.84%	49	£12.37
ADMINISTRATIVE SERVICES	Band 5	42	13.5%	£14.43	13	4.2%	£14.79	£0.36	2.44%	55	£14.51
ADMINISTRATIVE SERVICES	Band 6	12	3.8%	£18.14	8	2.6%	£18.05	-£0.09	-0.52%	20	£18.10
ADMINISTRATIVE SERVICES	Band 7	6	1.9%	£23.76	6	1.9%	£22.75	-£1.02	-4.47%	12	£23.26
ADMINISTRATIVE SERVICES	Band 8A	4	1.3%	£27.08	2	0.6%	£27.59	£0.51	1.84%	6	£27.25
ADMINISTRATIVE SERVICES	Band 8B	2	0.6%	£31.93	1	0.3%	£33.11	£1.18	3.55%	3	£32.32
ADMINISTRATIVE SERVICES	Band 8C				1	0.3%	£39.73			1	£39.73
ADMINISTRATIVE SERVICES	Band 9	1	0.3%	£52.86						1	£52.86
ADMINISTRATIVE SERVICES Total		260	83.3%	£12.96	52	16.7%	£15.99	£3.03	18.95%	312	£13.46
ALLIED HEALTH PROFESSION	Band 3	1	1.6%	£11.67						1	£11.67
ALLIED HEALTH PROFESSION	Band 4	10	15.6%	£12.36						10	£12.36
ALLIED HEALTH PROFESSION	Band 5	8	12.5%	£14.60	2	3.1%	£15.14	£0.54	3.59%	10	£14.70
ALLIED HEALTH PROFESSION	Band 6	15	23.4%	£18.77	2	3.1%	£20.23	£1.47	7.24%	17	£18.94
ALLIED HEALTH PROFESSION	Band 7	14	21.9%	£23.33	2	3.1%	£23.76	£0.44	1.84%	16	£23.38
ALLIED HEALTH PROFESSION	Band 8A	3	4.7%	£26.91	2	3.1%	£25.56	-£1.35	-5.30%	5	£26.37
ALLIED HEALTH PROFESSION	Band 8B	3	4.7%	£32.32	2	3.1%	£33.11	£0.78	2.37%	5	£32.64
ALLIED HEALTH PROFESSION Total		54	84.4%	£19.22	10	15.6%	£23.56	£4.34	18.43%	64	£19.90
HEALTHCARE SCIENCES	Band 3	14	42.4%	£11.46	3	9.1%	£11.34	-£0.12	-1.03%	17	£11.44
HEALTHCARE SCIENCES	Band 4	3	9.1%	£12.12						3	£12.12
HEALTHCARE SCIENCES	Band 6	3	9.1%	£17.69	2	6.1%	£20.23	£2.54	12.54%	5	£18.71
HEALTHCARE SCIENCES	Band 7				3	9.1%	£23.76			3	£11.34
HEALTHCARE SCIENCES	Band 8A	2	6.1%	£25.56	2	6.1%	£27.59	£2.03	7.36%	4	£30.60
HEALTHCARE SCIENCES	Band 8B	1	3.0%	£30.75						1	£30.75
HEALTHCARE SCIENCES Total		23	69.7%	£14.42	10	30.3%	£20.10	£5.67	28.23%	33	£16.14

DENTAL SUPPORT	Band 3	6	15.0%	£11.34						6	£11.34
DENTAL SUPPORT	Band 4	25	62.5%	£12.85	1	2.5%	£12.90	£0.05	0.36%	26	£12.85
DENTAL SUPPORT	Band 5	4	10.0%	£16.35						4	£16.35
DENTAL SUPPORT	Band 6	2	5.0%	£18.33	1	2.5%	£20.23			3	£18.96
DENTAL SUPPORT	Band 7	1	2.5%	£21.12						1	£21.12
DENTAL SUPPORT Total		38	95.0%	£13.49	2		£16.57	£3.08	18.58%	40	£13.64
MEDICAL SUPPORT	Band 3	4	23.5%	£11.43	1	5.9%	£10.69	-£0.73	-6.86%	5	£11.28
MEDICAL SUPPORT	Band 4	2	11.8%	£12.90						2	£12.90
MEDICAL SUPPORT	Band 5	2	11.8%	£11.85						2	£11.85
MEDICAL SUPPORT	Band 6	6	35.3%	£18.96	1	5.9%	£20.23	£1.27	6.27%	7	£19.14
MEDICAL SUPPORT	Band 7	1	5.9%	£23.76						1	£23.76
MEDICAL SUPPORT Total		15	88.2%	£15.52	2	11.8%	£15.46	-£0.05	-0.35%	17	£15.51
NURSING/MIDWIFERY	Band 2	111	23.9%	£9.97	13	2.8%	£9.69	-£0.28	-2.94%	124	£9.94
NURSING/MIDWIFERY	Band 3	50	10.8%	£11.22	5	1.1%	£10.69	-£0.53	-4.94%	55	£11.17
NURSING/MIDWIFERY	Band 4	3	0.6%	£11.73						3	£11.73
NURSING/MIDWIFERY	Band 5	110	23.7%	£15.35	3	0.6%	£16.35	£0.99	6.07%	113	£15.38
NURSING/MIDWIFERY	Band 6	95	20.5%	£19.16	13	2.8%	£19.41	£0.25	1.30%	108	£19.19
NURSING/MIDWIFERY	Band 7	42	9.1%	£22.26	6	1.3%	£23.76	£1.51	6.35%	48	£22.44
NURSING/MIDWIFERY	Band 8A	3	0.6%	£25.56	1	0.2%	£25.56	£0.00	0.00%	4	£25.56
NURSING/MIDWIFERY	Band 8B	8	1.7%	£31.34						8	£31.34
NURSING/MIDWIFERY	Band 8D	1	0.2%	£46.30						1	£46.30
NURSING/MIDWIFERY Total		423	91.2%	£15.42	41	8.8%	£15.83	£0.41	2.61%	464	£15.45
OTHER THERAPEUTIC	Band 2	3	13.0%	£9.95						3	£9.95
OTHER THERAPEUTIC	Band 3	1	4.3%	£11.67						1	£11.67
OTHER THERAPEUTIC	Band 4	2	8.7%	£10.70						2	£10.70
OTHER THERAPEUTIC	Band 5	1	4.3%	£12.96						1	£12.96
OTHER THERAPEUTIC	Band 6	2	8.7%	£20.23	3	13.0%	£17.68	-£2.55	-14.40%	5	£18.70
OTHER THERAPEUTIC	Band 7	3	13.0%	£22.61	1	4.3%	£23.76	£1.15	4.86%	4	£22.90
OTHER THERAPEUTIC	Band 8A	1	4.3%	£27.59	2	8.7%	£26.57	-£1.02	-3.82%	3	£26.91
OTHER THERAPEUTIC	Band 8C	2	22.2%	£32.23						2	£32.23
OTHER THERAPEUTIC	Band 8D	1	4.3%	£44.29	1	4.3%	£46.30	£2.01	4.33%	2	£45.30
OTHER THERAPEUTIC Total		16	69.6%	£20.03	7	30.4%	£25.18	£5.15	20.45%	23	£21.60

PERSONAL AND SOCIAL CARE	Band 4	1	5.6%	£11.73						1	£11.73
PERSONAL AND SOCIAL CARE	Band 5	10	55.6%	£15.04						10	£15.04
PERSONAL AND SOCIAL CARE	Band 6	3	16.7%	£19.22						3	£19.22
PERSONAL AND SOCIAL CARE	Band 7	3	16.7%	£21.12	1	5.6%	£23.76	£2.64	11.11%	4	£21.78
PERSONAL AND SOCIAL CARE Total		17	94.4%	£16.66	1	5.6%	£23.76	£7.11	29.90%	18	£17.05
SUPPORT SERVICES	Band 1	1	0.5%	£9.54	1	0.5%	£9.54	£0.00	0.00%	2	£9.54
SUPPORT SERVICES	Band 2	101	54.0%	£10.13	54	28.9%	£9.95	-£0.18	-1.80%	155	£10.06
SUPPORT SERVICES	Band 3	7	3.7%	£11.37	4	2.1%	£11.15	-£0.22	-1.99%	11	£11.29
SUPPORT SERVICES	Band 4	6	3.2%	£12.51	6	3.2%	£12.70	£0.20	1.54%	12	£12.61
SUPPORT SERVICES	Band 5				2	1.1%	£16.35			2	£16.35
SUPPORT SERVICES	Band 6				1	0.5%	£20.23			1	£20.23
SUPPORT SERVICES	Band 7	1	0.5%	£23.76	2	1.1%	£22.44	-£1.32	-5.88%	3	£22.88
SUPPORT SERVICES	Band 8B				1	0.5%	£33.11			1	£33.11
SUPPORT SERVICES Total		116	62.0%	£10.44	71	38.0%	£11.25	£0.81	7.19%	187	£10.74
Grand Total		962	83.1%	£14.36	196	16.9%	£15.20	£0.84	5.50%	1158	£14.51

Medical and Dental Gender Pay Gap Analysis

Gender Pay Gap analysis hourly rate comparison - Hospital Medical & Dental staff - 2021										
Job Family	Female			Male			Combined			
	Gender Count	Gender Count % of Job Family	Average Basic Hourly Rate	Count of Gender	Gender Count % of Job Family	Average Basic Hourly Rate	Monetary Variance M to F £	Monetary Variance M to F %	Total Gender Count	Total Average Basic Hourly Rate
CLINICAL DIRECTOR				2	1.6%	£43.16			2	£43.16
CLINICAL FELLOW	1	0.8%	16.2458						1	£16.25
CONSULTANT	8	6.2%	£50.00	6	4.7%	£47.50	£-2.50	-5.27%	14	£48.93
DENTAL OFFICER COMMUNITY	6	4.7%	£31.99	3	2.3%	£33.00	£1.02	3.09%	9	£32.33
GP APPRAISER	1	0.8%	£45.61						1	£45.61
LOCUM APPT FOR SERVICE STR HIGHER				2	1.6%	£20.99			2	£20.99
LOCUM CONSULTANT	7	5.4%	£43.74	22	17.1%	£42.66	£-1.07	-2.52%	29	£42.92
LOCUM SPECIALTY REGISTRAR (STR)	4	3.1%	£20.99	1	0.8%	£20.99	£0.00	0.00%	5	£20.99
SALARIED GP	25	19.4%	£42.25	26	20.2%	£42.97	£0.72	1.69%	51	£42.62
SENIOR DENTAL OFFICER COMMUNITY				1	0.8%	£37.28			1	£37.28
SPECIALITY DOCTOR				1	0.8%	£37.54			1	£37.54
SPECIALITY REGISTRAR (STR)	9	7.0%	£18.95	4	3.1%	£17.34	£-1.61	-9.28%	13	£18.45
HOSPITAL MEDICAL & DENTAL TOTAL	61	47.3%	£37.22	68	52.7%	£40.20	£2.97	7.40%	129	£38.79

Appendix IV

Senior Manager Gender Pay Gap Analysis

Gender Pay Gap analysis - hourly rate comparison - Senior Managers - 2021										
	Female			Male			Combined			
Job Family	Gender Count	Gender Count % of Job Family	Average Basic Hourly Rate	Count of Gender	Gender Count % of Job Family	Average Basic Hourly Rate	Monetary Variance M to F £	Monetary Variance M to F %	Total Gender Count	Total Average Basic Hourly Rate
SENIOR MANAGER GRADE C				1	50.0%	£39.47			1	£39.47
SENIOR MANAGER GRADE D				1	50.0%	£66.81			1	£66.81
SENIOR MANAGER GRADE E										
SENIOR MANAGER TOTAL	0	0.0%	£0.00	2	100.0%	£53.14			2	£53.14

Appendix V

Summary of Disability Pay Gap Analysis

Summary of Staff with a Disability 2021 Appendix V		
Disability Category	Total No. of Employments	Average Basic Hourly Rate
Don't Know	0	
No	1180	£17.09
Prefer not to say	40	£18.90
Yes	69	£13.68
NHS Shetland Total	1289	£17.00

Agenda for Change Staff with a Disability 2021 Appendix VI

Job Family	Disability Category	Total No. of Employments	Average Basic Hourly Rate
Administrative Services	Don't Know		
	No	270	£13.33
	Prefer not to say	10	£14.63
	Yes	32	£14.20
AfC - Administrative Services Total		312	£13.46
Allied Health Profession	Don't Know		
	No	56	
	Prefer not to say	7	
	Yes	1	
AfC - Allied Health Profession Services Total		64	£19.90
Healthcare Sciences	Don't Know		
	No	29	
	Prefer not to say		
	Yes	4	
AfC - Allied Health Profession Services Total		33	£16.14
Dental Support	Don't Know		
	No	39	£13.57
	Prefer not to say		
	Yes	1	£16.35
AfC - Dental Support Total		40	£13.64
Medical Support	Don't Know		
	No	16	£15.81
	Prefer not to say		
	Yes	1	£10.69
AfC - Medical Support Total		17	£15.51

Nursing & Midwifery	Don't Know		
	No	435	£15.41
	Prefer not to say	8	£15.83
	Yes	21	£16.28
AfC - Nursing & Midwifery Total		464	£15.45
Other Therapeutic	Don't Know		
	No	22	£20.91
	Prefer not to say	1	£36.86
	Yes		
AfC - Other Therapeutic Total		23	£21.60
Personal and Social Care	Don't Know		
	No	17	£17.24
	Prefer not to say		
	Yes	1	£13.93
AfC - Personal and Social Care Total		18	£17.05
Support Services	Don't Know		
	No	170	£10.79
	Prefer not to say	9	£10.73
	Yes	8	£9.87
AfC - Support Services Total		187	£10.74
All AfC	Don't Know	0	
	No	1,054	£14.50
	Prefer not to say	35	£15.17
	Yes	69	£14.34
All AfC staff Total		1158	£14.51

Appendix VII

Medical and Dental Disability Analysis

Medical & Dental Disability Analysis 2021		
Disability Category	Total No. of Employments	Average Basic Hourly Rate
Don't Know		
No	124	£38.54
Prefer not to say	5	£45.04
Yes		
Medical Total	129	£38.79

Appendix VIII

Senior Manager Disability Analysis

Senior Manager Disability analysis, 2021		
Disability Category	Total No. of Employments	Average Basic Hourly Rate
Don't Know		
No	2	£53.14
Prefer not to say		
Yes		
Senior Manager Total	2	£53.14

Agenda for Change Ethnicity Analysis, 2021 Appendix IX

Job Family	Ethnic Category	Total No. of Employments	Average Basic Hourly Rate
Administrative Services	African		
	Asian	3	£12.22
	Caribbean or Black		
	Don't Know		
	Mixed or Mutiple Group	3	£9.97
	Other		
	Prefer not to say	14	£14.09
	White - Irish		
	White - Other	8	£12.38
	White - Other British	79	£13.98
	White - Polish	1	£10.64
	White - Scottish	204	£13.35
	AfC - Administrative Services Total		312
Allied Health Profession	African	1	£20.23
	Asian		
	Caribbean or Black		
	Don't Know		
	Mixed or Mutiple Group	1	£33.11
	Other		
	Prefer not to say	4	£23.50
	White - Irish	1	£33.11
	White - Other	4	£22.16
	White - Other British	18	£22.20
	White - Polish		
	White - Scottish	35	£17.28
	AfC - Allied Health Profession Services Total		64

Healthcare Sciences	African	1	£20.23
	Asian		
	Caribbean or Black		
	Don't Know		
	Mixed or Mutiple Group		
	Other		
	Prefer not to say		
	White - Irish		
	White - Other	3	£18.57
	White - Other British	9	£22.99
	White - Polish	2	£11.21
	White - Scottish	18	£12.63
AfC - Allied Health Profession Services Total		33	£16.14
Dental Support	African		
	Asian	1	£12.90
	Caribbean or Black		
	Don't Know		
	Mixed or Mutiple Group	1	£16.35
	Other		
	Prefer not to say		
	White - Irish		
	White - Other	6	£12.33
	White - Other British	5	£15.07
	White - Polish		
	White - Scottish	27	£13.60
AfC - Dental Support Total		40	£13.64

Medical Support	African		
	Asian		
	Caribbean or Black		
	Don't Know		
	Mixed or Mutiple Group		
	Other		
	Prefer not to say		
	White - Irish		
	White - Other	1	£20.23
	White - Other British	3	£18.96
	White - Polish		
	White - Scottish	13	£14.35
AfC - Medical Support Total		17	£15.51
Nursing & Midwifery	African	2	£16.69
	Asian	8	£12.72
	Caribbean or Black		
	Don't Know		
	Mixed or Mutiple Group	2	£20.68
	Other	4	£11.78
	Prefer not to say	3	£15.22
	White - Irish	4	£25.25
	White - Other	26	£16.14
	White - Other British	111	£17.01
	White - Polish	1	£10.64
	White - Scottish	303	£14.79
AfC - Nursing & Midwifery Total		464	£15.45
Other Therapeutic	African		
	Asian		
	Caribbean or Black		
	Don't Know		
	Mixed or Mutiple Group		
	Other		
	Prefer not to say	1	£36.86
	White - Irish		
	White - Other	1	£16.43
	White - Other British	4	£19.34
	White - Polish		
	White - Scottish	17	£21.54
AfC - Other Therapeutic Total		23	£21.60

Personal and Social Care	African		
	Asian		
	Caribbean or Black		
	Don't Know		
	Mixed or Mutiple Group		
	Other		
	Prefer not to say		
	White - Irish		
	White - Other		
	White - Other British	2	£18.85
	White - Polish		
	White - Scottish	16	£16.83
AfC - Personal and Social Care Total		18	£17.05
Support Services	African	1	£10.64
	Asian	2	£11.25
	Caribbean or Black	1	£9.61
	Don't Know		
	Mixed or Mutiple Group	1	£9.61
	Other	1	£10.64
	Prefer not to say	15	£10.93
	White - Irish		
	White - Other	17	£10.52
	White - Other British	31	£11.14
	White - Polish	7	£10.05
	White - Scottish	111	£10.70
AfC - Support Services Total		187	£10.74
All AfC	African	5	£16.90
	Asian	14	£12.41
	Caribbean or Black	1	£9.61
	Don't Know		
	Mixed or Mutiple Group	8	£16.29
	Other	5	£11.55
	Prefer not to say	37	£14.54
	White - Irish	5	£26.82
	White - Other	66	£14.43
	White - Other British	262	£16.00
	White - Polish	11	£10.37
	White - Scottish	744	£14.00
AfC Total		1158	£14.51

Medical and Dental Ethnicity Analysis

Hospital Medical & Dental Staff Ethnicity, 2021		
Ethnic Category	Total No. of Employments	Average Basic Hourly Rate
African	26	£27.42
Asian	305	£30.21
Caribbean or Black	12	£23.83
Declined	390	£32.07
Don't Know	394	£17.91
Mixed or Mutliple Group	23	£25.34
Other	47	£32.30
White - Irish	46	£28.87
White - Other	141	£31.14
White - Other British	408	£28.99
White - Polish	9	£22.15
White - Scottish	519	£35.95
Hospital Medical & Dental Total	2320	£29.43

Senior Manager Ethnicity Analysis, 2021 Appendix XI

Ethnic Category	Total No. of Employments	Average Basic Hourly Rate
African		
Asian		
Caribbean or Black		
Don't Know		
Mixed or Mutliple Group		
Other		
Prefer not to say		
White - Irish		
White - Other		
White - Other British	1	£66.81
White - Polish		
White - Scottish	1	£39.47

