



NHS Orkney 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 Orkney has complied with these requirements and published Equal Pay information in 2013, 2015 and 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.

3. The NHS Orkney Equal Pay Statement

NHS Orkney 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 Orkney 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 Orkney 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 Orkney 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 employees, 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

A summary is shown in Table One below. This table shows:

- At 31st March 2019, NHS Orkney had 917 staff, this is an increase from the 2017/18 Report when there were 823 staff. The 917 staff comprised 716 females (78.1%) and 201 males (21.9%). These percentages are very similar to the 2017/18 Report when the figures were 651 females (79.1%) and 172 males (20.9%).
- 797 of NHS Orkney staff (86.9%) are in the Agenda for Change category. In this category, males receive on average 13 pence per hour more than females. In 2017/18, males received on average 61 pence per hour more than females.
- 12.76% of NHS Orkney staff (117) are in the Medical and Dental category, this compares to 13.7% (113) in 2017/18. This category comprises 38 female staff (32.5%) and 79 male staff. In this category, females received on average £2.13 per hour more than males. This compares to 2017/18 when males received on average £4.06 per hour more than females.
- 0.34% (3) of NHS Orkney staff were in the Senior Manager category. This compares to 0.5% of NHS Orkney staff (4) in 2017/18. Male staff on average received £4.06 per hour more than female staff.

These figures indicate that there is a slight gender pay gap, both positively and negatively 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: Senior Managers

Table One

Gender Pay Gap analysis - hourly rate comparison - NHS Orkney staff - 2019										
	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	677	84.9%	£14.03	120	15.1%	£14.16	£0.13	0.96%	797	£14.05
Hospital Medical and Dental	38	32.5%	£45.61	79	67.5%	£43.48	£2.13	4.91%	117	£44.17
Senior Managers	1	33.3%	£41.07	2	66.7%	£45.13	£4.06	9.01%	3	£41.49
NHS Orkney Total	716	78.1%	£15.73	201	21.9%	£25.99	£10.26	39.48%	917	£17.98

5. Occupational segregation by gender

There is no intentional occupational segregation in NHS Orkney, nor is there any gender bias in the filling of posts. NHS Orkney is careful to promote all healthcare posts as being open to both males and females equally. All NHS Orkney 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 group in the NHS by far, hence, all Health Boards in Scotland have a much higher proportion of female staff to male staff. NHS Orkney is typical with 78.1% of its staff being female while 21.9% of staff are male. The majority of female staff are concentrated in the nursing and AHP professions. NHS Orkney 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 Orkney 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 Orkney has 117 medical and dental staff, 38 are female (32.5%) and 79 are male (67.5%). NHS Orkney has worked hard to promote medical and dental posts to both females and males equally and this work will continue.

(iii) Secretarial and clerical staff

Traditionally, secretarial and clerical work has attracted far more females than males to train for these occupations. NHS Orkney is careful in all of our advertising material for secretarial and clerical staff 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 secretaries and clerical staff.

(iv) Senior Managers

NHS Orkney has 2 persons on Grade C and one person on Grade E. Senior Manager appointments are made on the basis of merit and are fair and free from any gender bias.

(vi) Health Board members

The NHS Orkney Health Board comprises 14 persons, there is currently one vacancy. The gender make up as at 31st March 2019 was 8 males and 5 females.

6. Comments

All comments on this Equal pay Monitoring Report will be warmly welcomed. Comments in any language or format can be made:

By email to: ork-hb.feedback@nhs.net

By post to:

Feedback Service,
NHS Orkney,
Garden House,
New Scapa Road,
Kirkwall
Orkney
KW15 1BH

By voicemail to: 01856 888000

Compiled on behalf of NHS Orkney by Nigel Firth, Equality and Diversity Manager, NHS Grampian and NHS Orkney

April 2019

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

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	22	13.6%	£9.14	7	4.3%	£8.96	-£0.18	-1.98%	29	£9.09
ADMINISTRATIVE SERVICES	Band 3	30	18.5%	£10.36	2	1.2%	£10.92	£0.56	5.16%	32	£10.39
ADMINISTRATIVE SERVICES	Band 4	33	20.4%	£11.57	4	2.5%	£11.03	-£0.54	-4.88%	37	£11.51
ADMINISTRATIVE SERVICES	Band 5	18	11.1%	£13.57	7	4.3%	£13.10	-£0.46	-3.53%	25	£13.44
ADMINISTRATIVE SERVICES	Band 6	5	3.1%	£16.95	7	4.3%	£15.81	-£1.13	-7.16%	12	£16.29
ADMINISTRATIVE SERVICES	Band 7	9	5.6%	£20.01	3	1.9%	£21.75	£1.74	8.01%	12	£20.44
ADMINISTRATIVE SERVICES	Band 8A	5	3.1%	£20.01	1	0.6%	£25.81	£5.80	22.48%	6	£24.68
ADMINISTRATIVE SERVICES	Band 8B	2	1.2%	£29.80	1	0.6%	£30.15	£0.34	1.14%	3	£29.92
ADMINISTRATIVE SERVICES	Band 8C	3	1.9%	£35.72	2	1.2%	£33.55	-£2.17	-6.46%	5	£34.85
ADMINISTRATIVE SERVICES	Band 8D				1	0.6%	£44.25			1	£44.25
ADMINISTRATIVE SERVICES Total		127	78.4%	£13.32	35	21.6%	£16.10	£2.79	17.30%	162	£13.92
ALLIED HEALTH PROFESSION	Band 3	11	17.5%	£10.37						11	£10.37
ALLIED HEALTH PROFESSION	Band 4	3	4.8%	£11.80	1	1.6%	£11.63	-£0.17	-1.46%	4	£11.76
ALLIED HEALTH PROFESSION	Band 5	10	15.9%	£14.95						10	£14.95
ALLIED HEALTH PROFESSION	Band 6	13	20.6%	£17.86	1	1.6%	£18.93	£1.07	5.64%	14	£17.94
ALLIED HEALTH PROFESSION	Band 7	20	31.7%	£21.88	1	1.6%	£20.10	-£1.79	-8.89%	21	£21.80
ALLIED HEALTH PROFESSION	Band 8A	1	1.6%	£25.81	1	1.6%	£25.81	£0.00	0.00%	2	£25.81
ALLIED HEALTH PROFESSION	Band 8C				1	1.6%	£33.86			1	£33.86
ALLIED HEALTH PROFESSION Total		58	92.1%	£17.15	5	7.9%	£22.07	£4.92	22.28%	63	£17.54
HEALTHCARE SCIENCES	Band 2	5	23.8%	£9.38	1	4.8%	£9.96	£0.58	5.78%	6	£9.48
HEALTHCARE SCIENCES	Band 3	1	4.8%	£9.35	2	9.5%	£10.14	£0.78	7.71%	3	£9.88
HEALTHCARE SCIENCES	Band 4	2	9.5%	£11.49						2	£11.49
HEALTHCARE SCIENCES	Band 6	2	9.5%	£18.93						2	£18.93
HEALTHCARE SCIENCES	Band 7	5	23.8%	£19.68	2	9.5%	£18.48	-£1.20	-6.51%	7	£19.34
HEALTHCARE SCIENCES	Band 8A				1	4.8%	£24.02			1	£24.02
HEALTHCARE SCIENCES Total		15	71.4%	£14.37	6	28.6%	£15.20	£0.83	5.49%	21	£14.61
DENTAL SUPPORT	Band 3	7	26.9%	£10.40						7	£10.40

DENTAL SUPPORT	Band 4	14	53.8%	£12.05						14	£12.05
DENTAL SUPPORT	Band 6	5	19.2%	£9.38						5	£17.49
DENTAL SUPPORT Total		26	100.0%	£12.65	0					26	£12.65
MEDICAL SUPPORT	Band 2	2	13.3%	£9.03						2	£9.03
MEDICAL SUPPORT	Band 3	1	6.7%	£10.92						1	£10.92
MEDICAL SUPPORT	Band 4	1	6.7%	£11.27						1	£11.27
MEDICAL SUPPORT	Band 5	4	26.7%	£15.29	2	13.3%	£15.29	£0.00	0.00%	6	£15.29
MEDICAL SUPPORT	Band 6	3	20.0%	£17.94	1	6.7%	£18.93	£0.99	5.21%	4	£18.19
MEDICAL SUPPORT	Band 7	1	6.7%	£18.03						1	£18.03
MEDICAL SUPPORT Total		12	80.0%	£14.44	3	20.0%	£16.51	£2.06	12.51%	15	£14.85
NURSING/MIDWIFERY	Band 2	97	25.3%	£9.36	8	2.1%	£9.11	-£0.25	-2.77%	105	£9.34
NURSING/MIDWIFERY	Band 3	17	4.4%	£10.89	1	0.3%	£10.92	£0.03	0.24%	18	£10.89
NURSING/MIDWIFERY	Band 5	147	38.4%	£14.82	5	1.3%	£14.38	-£0.44	-3.03%	152	£14.80
NURSING/MIDWIFERY	Band 6	64	16.7%	£17.46	6	1.6%	£16.76	-£0.70	-4.18%	70	£17.40
NURSING/MIDWIFERY	Band 7	26	6.8%	£21.50	6	1.6%	£21.00	-£0.50	-2.39%	32	£21.41
NURSING/MIDWIFERY	Band 8A	4	1.0%	£24.33						4	£24.33
NURSING/MIDWIFERY	Band 8D	2	0.5%	£40.19						2	£40.19
NURSING/MIDWIFERY Total		357	93.2%	£14.36	26	6.8%	£14.70	£0.34	2.35%	383	£11.55
OTHER THERAPEUTIC	Band 3	2	15.4%	£9.64						2	£9.64
OTHER THERAPEUTIC	Band 5	2	15.4%	£13.92						2	£13.92
OTHER THERAPEUTIC	Band 6	1	7.7%	£14.70	1	7.7%	£14.35	-£0.36	-2.49%	2	£14.52
OTHER THERAPEUTIC	Band 7	2	15.4%	£17.20						2	£17.20
OTHER THERAPEUTIC	Band 8A	3	23.1%	£25.56						3	£25.56
OTHER THERAPEUTIC	Band 8C	2	15.4%	£34.24						2	£34.24
OTHER THERAPEUTIC Total		12	92.3%	£20.12	1	7.7%	£14.35	-£5.77	-40.23%	13	£19.67
PERSONAL AND SOCIAL CARE	Band 4	1	10.0%	£10.92	1	10.0%	£10.69	-£0.22	-2.09%	2	£10.81
PERSONAL AND SOCIAL CARE	Band 5	1	10.0%	£15.29	1	10.0%	£15.29	£0.00	0.00%	2	£15.29
PERSONAL AND SOCIAL CARE	Band 6	1	10.0%	£17.41	1	10.0%	£14.35	-£3.07	-21.39%	2	£15.88
PERSONAL AND SOCIAL CARE	Band 7	2	20.0%	£17.51	1	10.0%	£16.99	-£0.52	-3.07%	3	£17.34
PERSONAL AND SOCIAL CARE	Band 8A	1	10.0%	£25.81						1	£25.81
PERSONAL AND SOCIAL CARE Total		6	60.0%	£17.41	4	40.0%	£14.33	-£3.08	-21.49%	10	£16.18
SUPPORT SERVICES	Band 1	1	1.0%	£8.93	1	1.0%	£8.93	£0.00	0.00%	2	£8.93
SUPPORT SERVICES	Band 2	53	51.0%	£9.32	14	13.5%	£9.14	-£0.18	-1.96%	67	£9.28

SUPPORT SERVICES	Band 3	5	4.8%	£9.98	13	12.5%	£10.10	£0.12	1.21%	18	£10.07
SUPPORT SERVICES	Band 4	2	1.9%	£11.49	7	6.7%	£11.66	£0.17	1.45%	9	£11.62
SUPPORT SERVICES	Band 5	2	1.9%	£13.92	2	1.9%	£13.33	-£0.60	-4.48%	4	£13.63
SUPPORT SERVICES	Band 6	1	1.0%	£16.86	2	1.9%	£16.04	-£0.83	-5.15%	3	£16.31
SUPPORT SERVICES	Bsnd 8A				1	1.0%	£22.23			1	£22.23
SUPPORT SERVICES Total		64	61.5%	£9.69	40	38.5%	£10.77	£1.08	9.99%	104	£10.11
Grand Total		677	84.9%	£14.03	120	15.1%	£14.16	£0.14	0.96%	797	£14.05

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
CADO				1	0.9%	£41.93			1	£41.93
CONSULTANT	2	1.7%	£51.38	12	10.3%	£46.95	-\$4.43	-9.44%	14	£47.58
DENTAL OFFICER COMMUNITY	1	0.9%	£31.32	2	1.7%	£31.32	£0.00	0.00%	3	£31.32
GENERAL MEDICAL PRACTITIONER	1	0.9%	£27.32						1	£27.32
HOSPITAL PRACTITIONER				1	0.9%	£36.03			1	£36.03
LOCUM CONSULTANT	4	3.4%	£42.35	21	17.9%	£44.27	£1.92	4.34%	25	£43.96
LOCUM DENTIST	2	1.7%	£51.45	4	3.4%	£51.45	£0.00	0.00%	6	£51.45
LOCUM GP	14	12.0%	£61.45	12	10.3%	£61.45	£0.00	0.00%	26	£61.45
LOCUM SPECIALTY REGISTRAR (STR)	5	4.3%	£19.92	9	7.7%	£19.92	£0.00	0.00%	14	£19.92
MEDICAL DIRECTOR				1	0.9%	£48.59			1	£48.59
OUT OF HOURS SALARIED GP				1	0.9%	£50.22			1	£50.22
SALARIED GP	6	5.1%	£40.34	10	8.5%	£41.28	£0.94	2.27%	16	£40.93
SALARIED GP WITH SPECIAL INTEREST	1	0.9%	£39.30	1	0.9%	£39.30	£0.00	0.00%	2	£39.30
SENIOR DENTAL OFFICER COMMUNITY				3	2.6%	£36.54			3	£36.54
SPECIALITY DOCTOR	2	1.7%	£29.24						2	£29.24
SPECIALITY REGISTRAR (STR)				1	0.9%	£18.48			1	£18.48
HOSPITAL MEDICAL & DENTAL TOTAL	38	32.5%	£45.61	79	67.5%	£43.48	-\$2.13	-4.91%	117	£44.17

Appendix III Gender Pay Gap analysis - hourly rate comparison - 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 C	1	33.3%	£34.21	1	33.3%	£38.31	£4.10	10.70%	2	£36.26
SENIOR MANAGER GRADE E				1	33.3%	£51.96			1	£51.96
SENIOR MANAGER TOTAL	1	33.3%	£41.07	2	66.7%	£45.13	£4.07	9.01%	3	£41.49