



NHS Orkney Equal Pay Monitoring Report

May 2017

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Contents

	Page
1. Why produce this report?	3
2. The new expanded content of the Report	3
3. The NHS Grampian Equal Pay Statement	4
4. Gender pay analysis	5
5. Ethnicity pay analysis	7
6. Disability pay analysis	8
7. Occupational segregation by gender	8
8. Occupational segregation by ethnicity	10
9. Occupational segregation by disability	11
10. Comments	11
Appendices	12-22

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 and 2015.

2. The new expanded content of the Report

The Equality Act 2010 (Specific Duties) (Scotland) Regulations 2012 also included a requirement that from April 2017 onwards, the equal pay statement must also specify:

“(a) The authorities policy on equal pay amongst its employees between –

- (i) men and women;
- (ii) persons who are disabled and persons who are not: and
- (iii) persons who fall into a minority racial group and persons who do not, and

(b) occupational segregation amongst its employees, being the concentration of –

- (i) men and women;
- (ii) persons who are disabled and persons who are not: and
- (iii) persons who fall into a minority racial group and persons who do not, in particular grades and in particular occupations.”

The information published must be based on the most recent data available.

This is the new expanded NHS Orkney Equal Pay Monitoring Report 2017. It is the first Report produced in the new format. Comments on this new format and the content of the Report are most welcome and can be made as described at Section 10 on page 11.

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:

- NHS Orkney has 823 staff comprising 651 females (79%) and 172 males (21%).
- 85.7% of NHS Orkney staff (706) are in the Agenda for Change Category. In this category, males earn on average 61 pence per hour more than females.
- 13.7% of NHS Orkney staff (113) are in the Medical and Dental Category. In this category, males earn on average £4.06 per hour more than females.
- 0.5% of NHS Orkney staff (4) are in the Executive Cohort. In this category all four Executives are female who earn on average £41.07 per hour.

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.

Table One

Gender Pay Gap analysis - hourly rate comparison - NHS Orkney staff - 2017										
	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	608	86.1%	£13.66	98	13.9%	£14.27	+ £0.61	4.26%	706	£13.74
Hospital Medical and Dental	39	34.5%	£36.92	74	65.5%	£40.97	+ £4.06	9.90%	113	£39.57
Senior Managers	4	100.0%	£41.07	0	0.0%	£0.00	£0.00	0.00%	4	£41.07
NHS Orkney Total	651	79.1%	£389.99	172	20.9%	£350.11	- £39.88	- 11.39%	823	£17.42

5. Ethnicity pay analysis

A summary is shown in Table Two below. This Table shows the average basic hourly rate of pay for staff, broken down by ethnicity. The categories used are those used in the 2011 Scottish Census. The figures indicate that there is no discrimination in pay within NHS Orkney on the grounds of ethnicity. Pay depends on the grade of post held.

The Table shows that staff with a Scottish ethnicity have a lower average basic rate of pay than most other categories. The main reason for this difference is that it is not financially viable in most cases for people to move to Orkney to take up lower paid support posts. Hence these posts are recruited locally.

Table Two

Ethnicity- Pay Gap Analysis - hourly rate comparison NHS Orkney Staff - 2017		
Ethnic Category	Total No. of Employments	Average Basic Hourly Rate
A White		
Scottish	494	£15.11
Other British	129	£19.36
Irish	6	£23.91
Gypsy/Traveller	-	-
Polish	2	£44.08
Other	66	£21.27
B Mixed or multiple ethnic groups		
Mixed or Multiple Group	1	£9.08
C Asian, Asian Scottish or Asian British		
Asian	2	£14.00
D African		
African	2	£18.86
E Caribbean or Black		
Caribbean or Black	-	-
F Other ethnic group		
Other	1	£30.41
Don't Know	62	£23.39
G Prefer not to answer	58	£20.06
NHS Orkney Total	823	£17.42

6. Disability pay analysis

A summary is shown in Table Three below. This table shows the average basic hourly rate of pay for staff who have identified themselves to us as having a disability. The average hourly rate for non-disabled staff is also shown for comparison purposes.

As can be seen, the average hourly rate of pay for disabled staff in NHS Orkney is 46 pence per hour less than for non-disabled people, but 80 pence more than staff in the "Declined to comment" category.

Given that only 9 members of staff have identified themselves to us as having a disability, it is hard to draw any meaningful conclusions from this information. However, this situation will be monitored.

Table Three

Disability – Pay Gap Analysis - hourly rate comparison NHS Orkney staff – 2017		
Responses to the question, "Do you consider yourself to be disabled?"	Total No. of Employments	Average Basic Hourly Rate
Yes	9	£17.43
No	341	£17.89
Declined to comment	421	£16.63
Don't Know	52	£17.91
NHS Orkney Total	823	£17.42

7. 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 7(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 79% of its staff being female while 21% 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 113 medical and dental staff, 39 are female (34.5%) and 74 are male (65.5%). 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) Executive Cohort

The current NHS Orkney Executive Cohort comprises 3 persons on Executive Grade C and one person on Executive Grade E, one all of whom are female. Executive Cohort appointments are made on the basis of merit and are fair and free from any gender bias.

(v) Senior Managers

There are 32 staff on Senior Manager Grades A to H, comprising 21 females and 11 males. These figures are pro rata to the numbers of female and male employees within NHS Orkney and indicate that recruitment procedures for senior manager posts within NHS Orkney are fair and free from any gender bias.

(vi) Health Board members

The NHS Orkney Health Board comprises 14 persons. The gender make up as at 31st March 2017 was 7 females and 7 males. This indicates that the NHS Orkney Health Board has a fair gender balance.

A detailed breakdown by gender, pay band and occupation for NHS Orkney staff is attached at Appendix I.

8. Occupational segregation by ethnicity

There is no intentional occupational segregation by ethnicity within NHS Orkney. There are however two trends which requires explanation.

(i) Staff with a Scottish ethnicity

The largest ethnic group of staff in NHS Orkney (60%) are people with a “Scottish” ethnic origin. This group make up a large percentage of staff on lower pay. This is mainly due to many support services posts being lower paid and most recruitment for these posts being done locally. Given the high cost of living and accommodation on Orkney, it is not financially attractive for most people from outwith the islands to apply for these posts. Hence, the over representation in percentage terms of people with a “Scottish” ethnic origin in support services posts.

(ii) Changes to European Immigration Law: November 2008

Since November 2008, employers like NHS Orkney face increased restrictions when attempting to recruit employees from non-European Economic Area (EEA) countries. If a vacant post is not listed on the Shortage Occupation List issued by the UK Border Force, NHS Orkney must adhere to advertising regulations and prove there is no suitable EEA national to take up the post, before permission can be obtained to advertise the post more widely and bring in a non-EEA national, under the Points Based Immigration System.

The restrictions placed on recruiting non-EEA nationals are of benefit to workers settled in the UK but the need to advertise within the EEA first, before advertising outwith, can delay NHS Orkney recruitment to some posts.

The European Union immigration arrangements have reduced the number of jobs advertised outwith the EEA by NHS Orkney since 2008. This has led to a downward trend in the recruitment of non-EEA applications. This trend will be monitored.

A detailed breakdown by ethnicity, pay band and occupation for NHS Orkney staff is attached at Appendix II.

9. Occupational segregation by disability

There is no occupational segregation by disability in NHS Orkney. 9 staff have identified themselves to us as having a disability. These staff are spread across a broad range of occupations.

A detailed breakdown by disability, pay band and occupation for NHS Orkney staff is attached at Appendix III.

10. 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

May 2017

Gender Equality: Agenda for Change Staff Summary

Appendix I

Gender Pay Gap analysis - hourly rate comparison - Agenda for Change staff - 2017											
		Female			Male						
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	Band 2	20	13.0%	£8.74	4	2.6%	£8.45	-£0.28	-3.32%	24	£8.69
ADMINISTRATIVE SERVICES	Band 3	28	18.2%	£10.01	3	1.9%	£10.09	£0.08	0.80%	31	£10.02
ADMINISTRATIVE SERVICES	Band 4	29	18.8%	£11.28	2	1.3%	£10.84	-£0.44	-4.07%	31	£11.25
ADMINISTRATIVE SERVICES	Band 5	23	14.9%	£13.09	5	3.2%	£12.29	-£0.80	-6.52%	28	£12.95
ADMINISTRATIVE SERVICES	Band 6	6	3.9%	£15.92	5	3.2%	£14.80	-£1.11	-7.52%	11	£15.41
ADMINISTRATIVE SERVICES	Band 7	8	5.2%	£19.58	3	1.9%	£20.69	£1.11	5.38%	11	£19.88
ADMINISTRATIVE SERVICES	Band 8A	7	4.5%	£24.95	2	1.3%	£24.69	-£0.26	-1.06%	9	£24.90
ADMINISTRATIVE SERVICES	Band 8B	2	1.3%	£26.33	3	1.9%	£28.07	£1.74	6.19%	5	£27.37
ADMINISTRATIVE SERVICES	Band 8C	2	1.3%	£33.24	1	0.6%	£31.41	-£1.84	-5.85%	3	£32.63
ADMINISTRATIVE SERVICES	Band 8D				1	0.6%	£41.43	£41.43	100.00%	1	£41.43
ADMINISTRATIVE SERVICES Total		125	81.2%	£13.03	29	18.8%	£16.89	£3.85	22.82%	154	£13.76
ALLIED HEALTH PROFESSION	Band 3	2	3.5%	£10.60						2	£10.60
ALLIED HEALTH PROFESSION	Band 4	4	7.0%	£11.19	1	1.8%	£10.60	-£0.59	-5.57%	5	£11.07
ALLIED HEALTH PROFESSION	Band 5	12	21.1%	£13.87						12	£13.87
ALLIED HEALTH PROFESSION	Band 6	12	21.1%	£17.25	1	1.8%	£18.38	£1.12	6.12%	13	£17.34
ALLIED HEALTH PROFESSION	Band 7	22	38.6%	£21.15						22	£21.15
ALLIED HEALTH PROFESSION	Band 8A	2	3.5%	£25.06	1	1.8%	£25.06	£0.00	0.00%	3	£25.06
ALLIED HEALTH PROFESSION	Band 8B				1	1.8%	£30.07			1	£30.07
ALLIED HEALTH PROFESSION Total		54	94.7%	£17.68	3	5.3%	£21.03	£3.34	15.90%	58	£17.91
HEALTHCARE SCIENCES	Band 2	3	27.3%	£8.99						3	£8.99
HEALTHCARE SCIENCES	Band 4	1	9.1%	£11.72						1	£11.72
HEALTHCARE SCIENCES	Band 7	5	45.5%	£18.56	1	9.1%	£16.37	-£2.19	-13.39%	6	£18.20
HEALTHCARE SCIENCES	Band 8A				1	9.1%	£21.58			1	£21.58
HEALTHCARE SCIENCES Total		9	81.8%	£14.61	2	18.2%	£18.98	£4.36	23.00%	11	£15.41

DENTAL SUPPORT	Band 3	5	17.9%	£10.50						5	£10.50
DENTAL SUPPORT	Band 4	18	64.3%	£11.52						18	£11.52
DENTAL SUPPORT	Band 6	5	17.9%	£16.32						5	£16.32
DENTAL SUPPORT Total		28	100.0%	£12.19	0	0.0%				28	£12.19
MEDICAL SUPPORT	Band 3	1	7.7%	£10.10						1	£10.10
MEDICAL SUPPORT	Band 4	1	1.7%	£10.38						1	£10.38
MEDICAL SUPPORT	Band 5	5	38.5%	£14.62	1	7.7%	£14.85	£0.23	1.52%	6	£14.66
MEDICAL SUPPORT	Band 6	3	23.1%	£16.51	1	7.7%	£18.38	£1.87	10.18%	4	£16.97
MEDICAL SUPPORT	Band 7	1	7.7%	£21.58						1	£21.58
MEDICAL SUPPORT Total		11	84.6%	£14.97	2	15.4%	£16.61	£1.64	9.87%	13	£15.23
NURSING/MIDWIFERY	Band 2	56	17.8%	£8.91	2	0.6%	£9.67	£0.76	7.83%	58	£8.94
NURSING/MIDWIFERY	Band 3	25	7.9%	£10.28	1	0.3%	£10.60	£0.32	3.03%	26	£10.29
NURSING/MIDWIFERY	Band 5	144	45.7%	£14.08	2	0.6%	£12.19	-£1.89	-15.48%	146	£14.05
NURSING/MIDWIFERY	Band 6	50	15.9%	£16.84	4	1.3%	£17.00	£0.16	0.94%	54	£16.85
NURSING/MIDWIFERY	Band 7	23	7.3%	£20.85	5	1.6%	£20.52	-£0.33	-1.60%	28	£20.79
NURSING/MIDWIFERY	Band 8A	1	0.3%	£25.06	1	0.3%	£25.06	£0.00	0.00%	2	£25.06
NURSING/MIDWIFERY	Band 8D	1	100.0%	£43.44						1	£43.44
NURSING/MIDWIFERY Total		300	95.2%	£13.91	15	4.8%	£16.66	£2.76	16.54%	315	£14.04
OTHER THERAPEUTIC	Band 4	1	9.1%	£10.94						1	£10.94
OTHER THERAPEUTIC	Band 5	1	9.1%	£14.85						1	£14.85
OTHER THERAPEUTIC	Band 6				2	18.2%	£13.72			2	£13.72
OTHER THERAPEUTIC	Band 7	1	9.1%	£16.37	1	9.1%	£16.37	£0.00	0.00%	2	£16.37
OTHER THERAPEUTIC	Band 8A	3	27.3%	£24.19						3	£24.19
OTHER THERAPEUTIC	Band 8B	1	9.1%	£30.07						1	£30.07
OTHER THERAPEUTIC	Band 8C	1	9.1%	£31.41						1	£31.41
OTHER THERAPEUTIC Total		8	72.7%	£22.03	3	27.3%	£14.60	-£7.42	-50.82%	11	£20.00
PERSONAL AND SOCIAL CARE	Band 4	3	27.3%	£10.95						3	£10.95
PERSONAL AND SOCIAL CARE	Band 5	1	9.1%	£14.85	1	9.1%	£14.85	£0.00	0.00%	2	£14.85
PERSONAL AND SOCIAL CARE	Band 6	4	36.4%	£15.47						4	£15.47
PERSONAL AND SOCIAL CARE	Band 7	1	9.1%	£16.74						1	£16.74
PERSONAL AND SOCIAL CARE	Band 8A	1	9.1%	£23.32						1	£23.32
PERSONAL AND SOCIAL CARE Total		10	90.9%	£14.96	1	9.1%	£14.85	-£0.11	-0.76%	11	£14.95
SUPPORT SERVICES	Band 1	1	0.9%	£8.45	1	0.9%	£8.45	£0.00	0.00%	2	£8.45
SUPPORT SERVICES	Band 2	53	50.0%	£8.87	19	17.9%	£8.82	-£0.05	-0.55%	72	£8.85

SUPPORT SERVICES	Band 3	2	1.9%	£10.60	10	9.4%	£10.31	-£0.29	-2.84%	12	£10.36
SUPPORT SERVICES	Band 4	5	4.7%	£11.25	7	6.6%	£11.57	£0.32	2.81%	12	£11.44
SUPPORT SERVICES	Band 5	1	0.9%	£13.72	3	2.8%	£13.77	£0.05	0.36%	4	£13.76
SUPPORT SERVICES	Band 6	1	0.9%	£15.30						1	£15.30
SUPPORT SERVICES	Band 7				3	1913.4%	£19.13	£19.13	100.00%	3	£19.13
SUPPORT SERVICES Total		63	59.4%	£9.28	43	40.6%	£10.67	£1.39	12.99%	106	£9.85
Grand Total		608	86.1%	£13.66	98	13.9%	£14.27	£0.61	4.26%	707	£13.74

Gender Equality: Hospital Medical and Dental Staff Summary

Appendix I

Gender Pay Gap analysis hourly rate comparison - Hospital Medical & Dental staff - 2017										
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%	£38.86			1	£38.86
CONSULTANT	3	2.7%	£50.62	13	11.5%	£45.48	-£5.14	-11.30%	16	£46.44
DENTAL OFFICER COMMUNITY	2	1.8%	£30.41	2	1.8%	£30.41	£0.00	0.00%	4	£30.41
GENERAL MEDICAL PRACTITIONER	1	0.9%	£26.53						1	£26.53
GENERAL PRACTICE SPECIALTY TRAINEE	1	0.9%	£14.97						1	£14.97
HOSPITAL PRACTITIONER				1	0.9%	£34.98			1	£34.98
LOCUM CONSULTANT	3	2.7%	£43.47	14	12.4%	£47.10	£3.63	7.72%	17	£46.46
LOCUM DENTIST	1	0.9%	£50.12	4	3.5%	£50.12			5	£50.12
LOCUM GP	8	7.1%	£60.05	10	8.8%	£60.05			18	£60.05
LOCUM SPECIALTY REGISTRAR (STR)	9	8.0%	£19.34	14	12.4%	£19.34	£0.00	0.00%	23	£19.34
OUT OF HOURS SALARIED GP				1	0.9%	£48.93			1	£48.93
SALARIED GP	6	5.3%	£37.05	10	8.8%	£38.57	£1.52	3.94%	16	£38.00
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	2.7%	£33.70			3	£33.70
SPECIALITY DOCTOR	2	1.8%	£26.57						2	£26.57
SPECIALITY REGISTRAR (STR)	2	1.8%	£17.94						2	£17.94
HOSPITAL MEDICAL & DENTAL TOTAL	39	34.5%	£36.92	74	65.5%	£40.97	£4.06	9.90%	113	£39.57

Gender Equality: Executive Cohort Staff Summary

Appendix I

Gender Pay Gap analysis - hourly rate comparison - Senior Managers - 2017										
	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	3	75.0%	£37.15						3	£37.15
SENIOR MANAGER GRADE D										
SENIOR MANAGER GRADE E	1	25.0%	£52.83						1	£52.83
SENIOR MANAGER TOTAL	4	100.0%	£41.07	0	0.0%				4	£41.07

Racial Equality: Agenda for Change Staff Summary

Appendix II

Occupational Segregation by Ethnicity – Agenda for Change staff 2017			
Job Family	Ethnic Category	Total number employed	Average Basic Hourly Rate
ADMINISTRATIVE SERVICES	Declined to comment	12	£12.68
ADMINISTRATIVE SERVICES	Don` t Know	9	£13.27
ADMINISTRATIVE SERVICES	Mixed or Multiple Ethnic Group	1	£9.08
ADMINISTRATIVE SERVICES	White - Irish	3	£21.36
ADMINISTRATIVE SERVICES	White - Other	5	£14.88
ADMINISTRATIVE SERVICES	White - Other British	28	£13.35
ADMINISTRATIVE SERVICES	White - Scottish	96	£13.81
		154	£13.76
ALLIED HEALTH PROFESSION	Declined to comment	4	£14.67
ALLIED HEALTH PROFESSION	Don` t Know	3	£19.34
ALLIED HEALTH PROFESSION	White - Other	3	£21.67
ALLIED HEALTH PROFESSION	White - Other British	170	£20.08
ALLIED HEALTH PROFESSION	White - Scottish	31	£16.64
		58	£17.91
HEALTHCARE SCIENCES	Declined to comment	1	£21.58

HEALTHCARE SCIENCES	White - Irish	1	£21.58
HEALTHCARE SCIENCES	White - Other British	4	£14.58
HEALTHCARE SCIENCES	White - Scottish	5	£13.60
		11	£15.41
DENTAL SUPPORT	Don` t Know	1	£10.60
DENTAL SUPPORT	White - Other	1	£11.72
DENTAL SUPPORT	White - Other British	2	£15.05
DENTAL SUPPORT	White - Scottish	24	£12.04
		28	£12.19
MEDICAL SUPPORT	White - Other	1	£18.38
MEDICAL SUPPORT	White - Scottish	12	£14.96
		13	£15.23
NURSING/MIDWIFERY	African - Other	1	£18.38
NURSING/MIDWIFERY	Declined to comment	19	£14.01
NURSING/MIDWIFERY	Don` t Know	18	£14.03
NURSING/MIDWIFERY	White - Other	26	£14.74
NURSING/MIDWIFERY	White - Other British	44	£16.46
NURSING/MIDWIFERY	White - Scottish	207	£13.42
		315	£14.04
OTHER THERAPEUTIC	Declined to comment	1	£31.41
OTHER THERAPEUTIC	White - Other	1	£16.37
OTHER THERAPEUTIC	White - Other British	1	£22.45
OTHER THERAPEUTIC	White - Scottish	8	£18.72
		11	£20.00
PERSONAL AND SOCIAL CARE	Don` t Know	3	£12.76
PERSONAL AND SOCIAL CARE	White - Other British	3	£17.67
PERSONAL AND SOCIAL	White - Scottish	5	£14.63

CARE			
		11	£14.95
SUPPORT SERVICES	Asian - Other	10	£8.66
SUPPORT SERVICES	Declined to comment	8	£10.35
SUPPORT SERVICES	Don` t Know	5	£9.71
SUPPORT SERVICES	White - Other	12	£9.40
SUPPORT SERVICES	White - Other British	7	£8.69
SUPPORT SERVICES	White - Scottish	73	£10.00
		106	£9.85
		707	£13.74

Racial Equality: Hospital Medical and Dental Staff Summary

Appendix II

Occupational Segregation by Ethnicity – Medical and Dental Staff 2017			
Job Family	Ethnic Group	Total number employed	Average basic hourly rate
MEDICAL AND DENTAL	African - Other	1	£19.34
MEDICAL AND DENTAL	Asian - Other	1	£19.34
MEDICAL AND DENTAL	Declined to comment	13	£42.36
MEDICAL AND DENTAL	Don` t Know	22	£40.42
MEDICAL AND DENTAL	Other Ethnic Group - Other	1	£30.41
MEDICAL AND DENTAL	White - Irish	2	£39.69
MEDICAL AND DENTAL	White - Other	16	£42.72
MEDICAL AND DENTAL	White - Other British	23	£36.23
MEDICAL AND DENTAL	White - Polish	2	£44.08
MEDICAL AND DENTAL	White - Scottish	32	£39.94
		113	£39.57

Occupational Segregation by Ethnicity – Executive Cohort Staff 2017			
Job Family	Ethnic Group	Total number employed	Average basic hourly rate
SENIOR MANAGER x1	Don` t Know	1	£33.21
SENIOR MANAGER x1	White - Other	1	£38.15
SENIOR MANAGER x2	White - Scottish	2	£46.45
		4	£41.07

Occupational Segregation by Disability – Agenda for Change Staff 2017			
Job Family	Disability Category	Total No. of Employments	Average Basic Hourly Rate
Administrative Services	Declined to comment	12	£14.44
	Don't Know	71	£14.92
	No	69	£12.08
	Yes	2	£26.43
AfC - Administrative Services Total		154	£13.76
Allied Health Profession	Declined to comment	5	£13.85
	Don't Know	35	£19.69
	No	18	£15.60
	Yes	-	
AfC - Allied Health Profession Services Total		58	£17.91
Healthcare Sciences	Declined to comment	1	£21.58
	Don't Know	4	£14.84
	No	6	£14.76
	Yes	-	
AfC - Allied Health Profession Services Total		11	£15.41
Dental Support	Declined to comment		
	Don't Know	20	£12.30
	No	8	£11.92
	Yes	-	
AfC - Dental Support Total		28	£12.19
Medical Support	Declined to comment		
	Don't Know	7	£15.88
	No	6	£14.46
	Yes	-	
AfC - Medical Support Total		13	£15.23
Nursing & Midwifery	Declined to comment	15	£13.14

	Don't Know	172	£14.76
	No	126	£13.13
	Yes	2	£16.61
AfC - Nursing & Midwifery Total		315	£14.04
Other Therapeutic	Declined to comment	2	£28.23
	Don't Know	1	£14.85
	No	8	£18.59
	Yes	-	
AfC - Other Therapeutic Total		11	£20.00
Personal and Social Care	Declined to comment		
	Don't Know	7	£15.38
	No	3	£13.99
	Yes	1	£14.85
AfC - Personal and Social Care Total		11	£14.95
Support Services	Declined to comment	6	£10.62
	Don't Know	69	£10.16
	No	28	£9.04
	Yes	3	£8.52
AfC - Support Services Total		106	£9.85
All AfC	Declined to comment	41	£14.18
	Don't Know	386	£14.32
	No	272	£12.81
	Yes	8	£15.81
All AfC staff Total		707	£13.74

Disability Equality: Hospital Medical and Dental Staff Summary

Appendix III

Occupational Segregation by Disability - Hospital Medical & Dental staff - 2017		
Disability Category	Total No. of Employments	Average Basic Hourly Rate
Declined to comment	11	£42.07
Don't Know	34	£42.78
No	67	£37.67
Yes	1	£30.41
	113	£39.57

Disability Equality: Executive Cohort Staff Summary

Appendix III

Disability Category	Total No. Of employees	Average Basic Hourly Rate
Declined to comment	-	
Don't Know	2.0	£35.68
No	2.0	
Yes	-	£46.45
	4.0	£41.07