

Occupational Segregation and Equal Pay Analysis

Overview

The following tables are presented:

- Table A – Summary of overall gender pay gap across NHS Ayrshire & Arran;
- Table B1 – Gender pay gap by Agenda for Change (AfC) job families (summary);
- Table B2 - Gender pay gap by Agenda for Change (AfC) job families and pay band;
- Table C – Gender pay gap by medical & dental grades;
- Table D – Occupational segregation by ethnicity; and
- Table E – Occupational segregation by disability.

Data Definitions

The data utilised is as at 31st December 2020 for all tables A to C. Tables D & E use data as at 31st January 2021 hence the difference in totals between the distinct tables.

The data presented covers all substantively employed staff and the average hourly rate of basic pay i.e. excluding overtime.

Detail is provided of what the comparator is and the meaning of what relative positive or negative percentage values represent.

Note that where data relates to 5 or less individuals (or where a total could potentially identify 5 or less individuals) detail has been replaced with an asterisk (*) in order to avoid potential identification.

Table A – Summary of overall gender pay gap across NHS Ayrshire & Arran

Note:

- Comparison is on the basis of average pay for males and females (excluding overtime) for the cohort detailed by row
- A positive percentage indicates a pay gap with males being paid more than females
- A negative (-) prefixed percentage indicates that there is a pay gap with females being paid more than males

Grade	Female			Male			Total headcount of cohort	Gender pay gap male to female %
	Headcount	Percentage of workforce for cohort	Average Hourly Rate £	Headcount	Percentage of workforce for cohort	Average Hourly Rate £		
Agenda for Change	8,900	86.80%	15.12	1,391	13.2%	15.41	10,291	1.88
Medical and Dental	273	42.90%	36.13	329	57.1%	39.19	602	7.81
Senior Managers	8	*	*	*	*	*	*	16.00
Total	9,181	83.7%	15.76	1,725	16.3%	20.02	10,906	21.28

Narrative

The overall organisational position, as illustrated in the table above, is of males being paid 21.28% more than women. It is important to note the skewing impact that both the medical & dental and senior manager cohorts have upon the organisational position. Whilst these cohorts are significantly smaller in size, than the Agenda for Change cohort, gender split (AfC = 13.2% males versus medical = 57.1%) coupled with the relatively higher pay, particularly in relation to senior medical staff, skews the overall organisational position. As Table B2 which follows illustrates the gender spread across grades,

specifically clustering at higher grades, has a direct and significant impact on the overall organisational position.

Note that due to the size of the Senior Managers cohort, headcount of 13, there is no further drilldown as data by specific grades as this encompasses less than 5 individuals therefore all the data contained within the analysis would be redacted, as per data definition, to avoid potential identification of individuals.

Trend

The chart below shows the gender pay gap trend since reporting commenced to fulfil the specific duties. Factors which will influence the position over time include incremental progression on pay scales as well as natural turnover within the organisation.

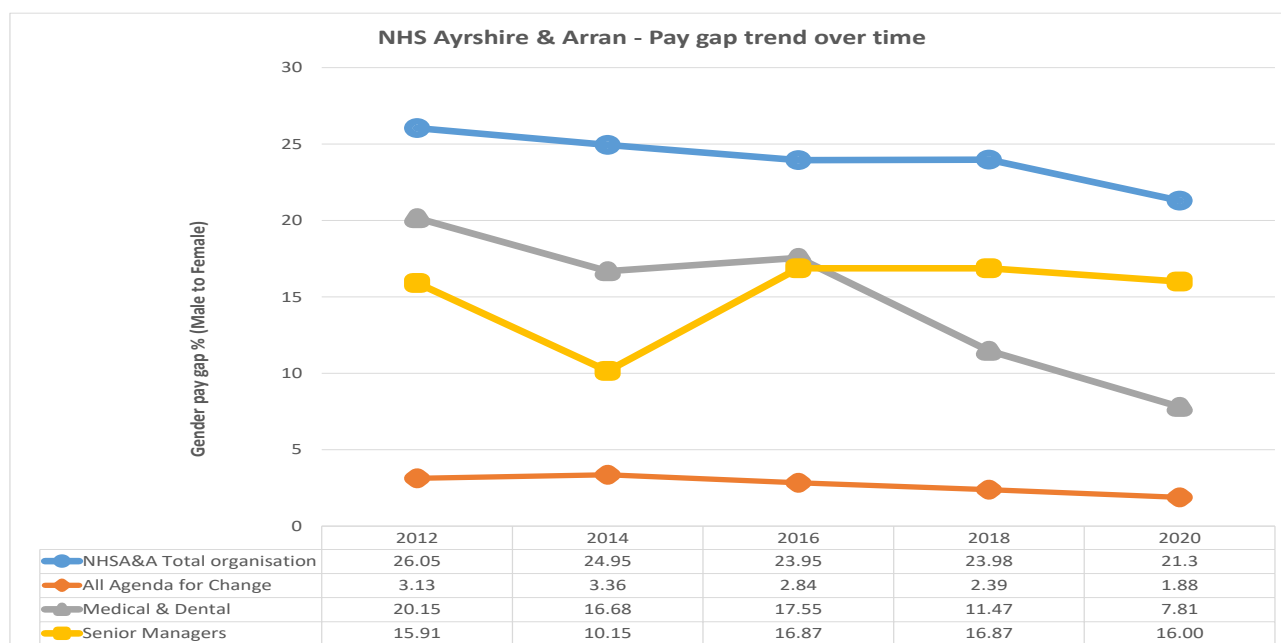


Table B1 – Gender pay gap by Agenda for Change (AfC) job families (summary)

Note:

- The same notes as Table A are applicable

Job Family	Female			Male			Total headcount of cohort	Gender pay gap male to female %
	Headcount	Percentage of workforce for cohort	Average Hourly Rate £	Headcount	Percentage of workforce for cohort	Average Hourly Rate £		
ADMINISTRATIVE SERVICES	1,499	87.7%	13.29	206	12.3%	17.14	1,705	22.46
ALLIED HEALTH PROFESSION	852	90.8%	18.36	85	9.2%	18.64	937	1.50
DENTAL SUPPORT	91	*	*	*	*	*	*	*
HEALTHCARE SCIENCES	257	74.9%	16.56	83	25.1%	18.43	340	10.15
MEDICAL SUPPORT	3	23.1%	14.90	10	76.9%	14.89	13	-0.07
NURSING/MIDWIFERY	4,610	91.4%	15.65	454	8.6%	15.55	5,064	-0.64
OTHER THERAPEUTIC	344	84.8%	20.59	62	15.3%	23.42	406	12.08
PERSONAL AND SOCIAL CARE	143	84.8%	16.80	26	15.2%	17.76	169	5.41
SUPPORT SERVICES	1,101	69.3%	10.71	464	30.7%	12.19	1,565	12.14
Total for all Agenda for Change grades	8,900	86.8%	15.12	1,391	13.2%	15.41	10,291	1.88

Narrative

AfC staff constitute approximately 94% of the NHS Ayrshire & Arran workforce. AfC is based on the principle of equal pay for work of equal value. The tables below show the gender pay gap summary by job family and the gap by individual grades within each job family. The relative gender split across bands within job families is a critical component in interpreting why there is a differential in male and female pay. As with all staff groups the reasons for this are multi-factorial e.g. societal, educational, child care and breaks in career. A higher proportion of either gender in a specific band can significantly impact upon the overall average hourly rate.

Table B2 - Gender pay gap by Agenda for Change (AfC) job families and pay band

The table below breaks job families down by AfC band:

Job Family	Grade	Female			Male			Total headcount of cohort	Gender pay gap male to female %
		Headcount	Percentage of workforce for cohort	Average Hourly Rate £	Headcount	Percentage of workforce for cohort	Average Hourly Rate £		
ADMINISTRATIVE SERVICES	Band 2	437	92.8%	10.39	34	7.2%	10.38	471	-0.10
ADMINISTRATIVE SERVICES	Band 3	303	94.5%	11.36	17	5.5%	11.09	320	-2.43
ADMINISTRATIVE SERVICES	Band 4	456	94.4%	12.63	26	5.6%	12.49	482	-1.12
ADMINISTRATIVE SERVICES	Band 5	100	71.8%	14.97	40	28.2%	15.06	140	0.60
ADMINISTRATIVE SERVICES	Band 6	102	66.2%	18.56	52	33.8%	19.27	154	3.68
ADMINISTRATIVE SERVICES	Band 7	48	75.0%	22.40	16	25.0%	22.56	64	0.71
ADMINISTRATIVE SERVICES	Band 8A	22	78.6%	25.93	6	21.4%	25.62	28	-1.21
ADMINISTRATIVE SERVICES	Band 8B	11	64.7%	31.06	6	35.3%	31.59	17	1.68
ADMINISTRATIVE SERVICES	Band 8C	13	59.1%	37.34	7	40.9%	38.09	20	1.97
ADMINISTRATIVE SERVICES	Band 8D	7	*	*	*	*	*	*	*
ADMINISTRATIVE SERVICES Total		1,499	87.7%	13.29	206	12.3%	17.14	1,705	22.46
ALLIED HEALTH PROFESSION	Band 2	20	*	*	*	*	*	*	*
ALLIED HEALTH PROFESSION	Band 3	93	92.3%	11.37	8	7.7%	11.30	101	-0.62
ALLIED HEALTH PROFESSION	Band 4	56	87.7%	12.45	8	12.3%	12.47	64	0.16
ALLIED HEALTH PROFESSION	Band 5	93	84.1%	14.18	16	15.9%	13.75	109	-3.13
ALLIED HEALTH PROFESSION	Band 6	383	95.1%	19.21	20	4.9%	18.22	403	-5.43
ALLIED HEALTH PROFESSION	Band 7	160	88.4%	22.91	21	11.6%	21.97	181	-4.28
ALLIED HEALTH PROFESSION	Band 8A	33	84.2%	26.63	6	15.8%	26.63	39	0.00
ALLIED HEALTH PROFESSION	Band 8B	12	*	*	*	*	*	*	*
ALLIED HEALTH PROFESSION	Band 8C	*	*	*	*	*	*	*	*
ALLIED HEALTH PROFESSION	Band 8D				*	*	*	*	*
ALLIED HEALTH PROFESSION Total		852	90.8%	18.36	85	9.2%	18.64	937	1.50
DENTAL SUPPORT	Band 2	*	*	*	*	*	*	*	*
DENTAL SUPPORT	Band 3	*	*	*				*	*
DENTAL SUPPORT	Band 4	51	100.0%	12.63				51	
DENTAL SUPPORT	Band 5	29	100.0%	15.88				29	
DENTAL SUPPORT	Band 6	*	*	*				*	*
DENTAL SUPPORT	Band 7	*	*	*				*	*
DENTAL SUPPORT Total		91	*	*	*	*	*	*	*
HEALTHCARE SCIENCES	Band 2	27	*	*	*	*	*	*	*
HEALTHCARE SCIENCES	Band 3	75	76.0%	11.43	22	24.0%	11.24	97	-1.69
HEALTHCARE SCIENCES	Band 4	7	*	*	*	*	*	*	*
HEALTHCARE SCIENCES	Band 5	26	*	*	*	*	*	*	*

HEALTHCARE SCIENCES	Band 6	64	74.7%	19.28	22	25.3%	18.71	86	-3.05
HEALTHCARE SCIENCES	Band 7	43	73.8%	23.10	14	26.2%	22.80	57	-1.32
HEALTHCARE SCIENCES	Band 8A	11	55.0%	26.38	7	45.0%	27.30	18	3.37
HEALTHCARE SCIENCES	Band 8B	*	*	*	*	*	*	*	*
HEALTHCARE SCIENCES	Band 8C				*	*	*	*	*
HEALTHCARE SCIENCES	Band 8D	*	*	*	*	*	*	*	*
HEALTHCARE SCIENCES Total		257	74.9%	16.56	83	25.1%	18.43	340	10.15
MEDICAL SUPPORT	Band 2				*	*	*	*	*
MEDICAL SUPPORT	Band 4				*	*	*	*	*
MEDICAL SUPPORT	Band 5	*	*	*	*	*	*	*	*
MEDICAL SUPPORT	Band 6				*	*	*	*	*
MEDICAL SUPPORT Total		*	*	*	10	*	*	*	*
NURSING/MIDWIFERY	Band 2	874	91.0%	10.43	110	9.0%	10.44	984	0.10
NURSING/MIDWIFERY	Band 3	393	90.8%	11.40	38	9.2%	11.42	431	0.18
NURSING/MIDWIFERY	Band 4	92	94.5%	12.47	6	5.5%	12.38	98	-0.73
NURSING/MIDWIFERY	Band 5	1,789	91.8%	15.29	162	8.2%	15.41	1,951	0.78
NURSING/MIDWIFERY	Band 6	842	92.3%	18.82	71	7.7%	18.59	913	-1.24
NURSING/MIDWIFERY	Band 7	538	91.1%	22.09	50	8.9%	21.90	588	-0.87
NURSING/MIDWIFERY	Band 8A	63	84.0%	26.53	11	16.0%	26.02	74	-1.96
NURSING/MIDWIFERY	Band 8B	15	*	*	*	*	*	*	*
NURSING/MIDWIFERY	Band 8C	*	*	*	*	*	*	*	*
NURSING/MIDWIFERY	Band 9	*	*	*	*	*	*	*	*
NURSING/MIDWIFERY Total		4,610	91.4%	15.65	454	8.6%	15.55	5,064	-0.64
OTHER THERAPEUTIC	Band 2	30	*	*	*	*	*	*	*
OTHER THERAPEUTIC	Band 3	18	*	*	*	*	*	*	*
OTHER THERAPEUTIC	Band 4	14	*	*	*	*	*	*	*
OTHER THERAPEUTIC	Band 5	55	*	*	*	*	*	*	*
OTHER THERAPEUTIC	Band 6	30	*	*	*	*	*	*	*
OTHER THERAPEUTIC	Band 7	87	77.8%	21.54	22	22.2%	21.24	109	-1.41
OTHER THERAPEUTIC	Band 8A	72	85.5%	26.49	12	14.5%	26.13	84	-1.38
OTHER THERAPEUTIC	Band 8B	27	*	*	*	*	*	*	*
OTHER THERAPEUTIC	Band 8C	9	*	*	*	*	*	*	*
OTHER THERAPEUTIC	Band 8D				*	*	*	*	*
OTHER THERAPEUTIC	Band 9	*	*	*	*	*	*	*	*
OTHER THERAPEUTIC Total		344	84.8%	20.59	62	15.3%	23.42	406	12.08
PERSONAL AND SOCIAL CARE	Band 2	8	100.0%	10.40				8	
PERSONAL AND SOCIAL CARE	Band 3	18	*	*	*	*	*	*	*
PERSONAL AND SOCIAL CARE	Band 4	20	*	*	*	*	*	*	*
PERSONAL AND SOCIAL CARE	Band 5	40	*	*	*	*	*	*	*
PERSONAL AND SOCIAL CARE	Band 6	31	78.0%	19.00	9	22.0%	19.75	40	3.80
PERSONAL AND SOCIAL CARE	Band 7	14	*	*	*	*	*	*	*
PERSONAL AND SOCIAL CARE	Band 8A	9	*	*	*	*	*	*	*
PERSONAL AND SOCIAL CARE	Band 8B	*	*	*	*	*	*	*	*
PERSONAL AND SOCIAL CARE	Band 8D	*	*	*	*	*	*	*	*
PERSONAL AND SOCIAL CARE Total		143	84.8%	16.80	26	15.2%	17.76	169	5.41
SUPPORT SERVICES	Band 1	*	*	*				*	*
SUPPORT SERVICES	Band 2	979	75.0%	10.40	299	25.0%	10.41	1,278	0.10
SUPPORT SERVICES	Band 3	91	68.6%	11.47	40	31.4%	11.50	131	0.26
SUPPORT SERVICES	Band 4	11	28.2%	12.76	28	71.8%	12.60	39	-1.27
SUPPORT SERVICES	Band 5	*	*	*	66	*	*	*	*
SUPPORT SERVICES	Band 6	7	*	*	*	*	*	*	*
SUPPORT SERVICES	Band 7	*	*	*	18	*	*	*	*
SUPPORT SERVICES	Band 8A				6	100.0%	26.29	6	
SUPPORT SERVICES	Band 8B	*	*	*	*	*	*	*	*
SUPPORT SERVICES Total		1,101	69.3%	10.71	464	30.7%	12.19	1,565	12.14
Total		8,900	86.8%	15.12	1,391	13.2%	15.41	10,291	1.88

Table C – Gender pay gap by medical & dental grades

Notes:

- The same notes as Table A are applicable

Narrative:

Medical and dental grades constitute approximately 5.5% of the NHS Ayrshire & Arran workforce. There are 10% more men than women within this staff group and a significant proportion are consultants, including clinical directors, (60% of all men in this job family compared to 49% of women). This has a direct impact upon the overall gender pay gap for this staff group. The reasons for the gender pay gap within the medical and dental cohort are multi-factorial e.g. societal, educational, child care and breaks in career, in common with other staff groups however the impact upon the pay gap is significantly more pronounced. Pay in this cohort is highly dependent upon experience and men have more opportunity, taking into account the examples of factors highlighted, to build up sufficient experience to attain higher pay levels than women. Of note in the medical workforce is the significant shift in the gender profile of individuals entering medical training, more females, who will ultimately emerge as the future medical workforce and this will have a direct impact on the gender pay gap in the longer term.

Grade	Female			Male			Total headcount of cohort	Gender pay gap male to female %
	Headcount	Percentage of workforce for cohort	Average Hourly Rate £	Headcount	Percentage of workforce for cohort	Average Hourly Rate £		
Associate Specialist	8	*	*	*	*	*	*	*
Clinical Director	8	27.6%	49.33	21	72.4%	48.97	29	-0.74
Clinical Fellow	49	52.7%	17.62	43	47.3%	17.39	92	-1.32
Consultant	125	40.6%	46.43	177	59.4%	48.65	302	4.56
Dental Core Training - Grade 1	*	*	*				*	*
Dental Core Training - Grade 2	*	*	*	*	*	*	*	*
Dental Officer	6	*	*	*	*	*	*	*
General Practice Specialty Training	*	*	*	*	*	*	*	*
Locum Appointment Service				*	*	*	*	*
Medical Director				*	*	*	*	*
Other	*	*	*	*	*	*	*	*
Salaried GDP	*	*	*	*	*	*	*	*
Salaried GP	7	44.0%	41.00	7	56.0%	43.98	14	6.78
Senior Dental Officer	*	*	*	*	*	*	*	*
Specialty Doctor	43	53.1%	31.66	37	46.9%	31.63	80	-0.09
Specialty Registrar	*	*	*				*	*
Other	*	*	*	8	*	*	*	*
MEDICAL AND DENTAL Total	273	42.9%	36.13	329	57.1%	39.19	602	7.81

Table D - Occupational segregation by ethnicity

Notes:

- Senior manager total includes Non-Executive Directors

There is clearly variation within and between job families however reasons for this will be multi-factorial. The size of cohorts within this analysis impedes the ability to undertake further vertical segregation analysis by grade within job families.

Ethnicity	Job Family										
	ADMINISTRATIVE SERVICES	ALLIED HEALTH PROFESSION	DENTAL SUPPORT	HEALTHCARE SCIENCES	MEDICAL AND DENTAL	MEDICAL SUPPORT	NURSING/MIDWIFERY	OTHER THERAPEUTIC	PERSONAL AND SOCIAL CARE	SENIOR MANAGERS	SUPPORT SERVICES
African - African, African Scottish or African British				*	11		8	*			*
African - Other					*						
Asian - Chinese, Chinese Scottish or Chinese British	*	*		*	11		*	*			
Asian - Indian, Indian Scottish or Indian British	*	*		*	53		*	*			*
Asian - Other	*			*	13		11				6
Asian - Pakistani, Pakistani Scottish or Pakistani British	*	*		*	12		*	*			
Caribbean or Black - Caribbean, Caribbean Scottish or Caribbean British								*			
Caribbean or Black - Other	*				*						
Don't Know	378	183	13	97	111	5	1043	48	22	*	473
Mixed or Multiple Ethnic Group					13		11	6			*
Other Ethnic Group - Arab, Arab Scottish or Arab British					*						
Other Ethnic Group - Other	*				14		*	*			*
Prefer not to say	*	*		*	7		7	*			*
White - Irish	14	19		*	23		35	9	*		*
White - Other	14	10	*	6	40		24	11			9
White - Other British	84	43		14	73	1	211	23	9	*	48
White - Polish		*									*
White - Scottish	1260	679	77	213	223	7	3711	290	139	21	1017
Total	1764	940	92	342	609	13	5074	405	172	27	1567

Table E – Occupational segregation by disability

Notes:

- As per table D

Employees identifying as having a disability are 0.83% of the entire workforce it is recognised in the Equality & Diversity Mainstreaming Report that this is grossly under the expected rate of disability we would expect to have if taking cognisance of the health status of our local population, of which a significant proportion of our employees will be. Data on employee disability is self reported and as such there is a need to engage with staff to improve understanding e.g. understanding that having a long term conditions in relation to disability, and encourage reporting. On this basis it is difficult to draw any meaningful conclusion from the data and the ability to undertake further vertical segregation analysis is impossible as the associated numbers would be rendered unreportable.

Job family	Don't Know	No	Prefer not to say	Yes	Total
ADMINISTRATIVE SERVICES	1066	674	*	21	1764
ALLIED HEALTH PROFESSION	540	391	*	8	940
DENTAL SUPPORT	70	21	*	1	92
HEALTHCARE SCIENCES	221	120	*	1	342
MEDICAL AND DENTAL	281	319	*	9	609
MEDICAL SUPPORT	8	5	*	*	13
NURSING/MIDWIFERY	2899	2138	6	31	5074
OTHER THERAPEUTIC	154	245	*	5	405
PERSONAL AND SOCIAL CARE	102	68	*	2	172
SENIOR MANAGERS	7	19	*	1	27
SUPPORT SERVICES	964	592	*	11	1567