

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 B – 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 across NHS Ayrshire & Arran;
- Table E – Occupational Segregation by ethnicity by job family;
- Table F – Occupational Segregation by disability across NHS Ayrshire & Arran; and
- Table G – Occupational Segregation by disability by job family.

Data Definitions

The data utilised is as at 30th December 2016 for all 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 of individuals.

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

Organisational Summary						
Organisational Segregation	Female Employments	Female Employments as %	Male Employments	Male Employments as %	Gender Pay Gap Male to Female %	Total Employments
NHS A&A Total Organisation	9111	83.57%	1791	16.43%	23.95%	10902
Medical and Dental	358	46.61%	410	53.39%	17.55%	768
All Agenda for Change	8736	86.49%	1365	13.51%	2.84%	10101
Senior Managers	17	51.52%	16	48.48%	-16.50%	33

Narrative

The overall organisational position, as illustrated in the table above, is of males being paid 23.95% 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 the gender split (AfC = 16.43% males, medical = 53.39% and senior managers 48.48%) coupled with the relatively higher pay, particularly in relation to senior medical staff, skews the overall organisational position. As Table B which follows illustrates the gender spread across grades, specifically clustering at higher grades, has a direct and significant impact on the overall organisational position.

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.

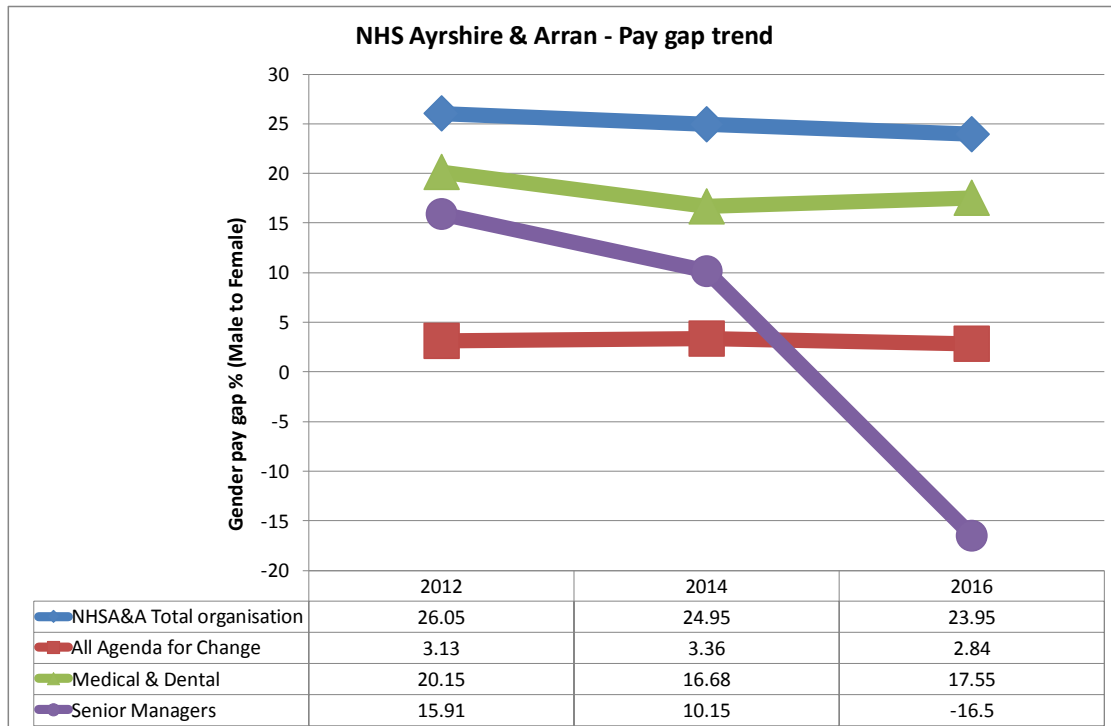


Table B – Gender pay gap by Agenda for Change (AfC) job families and pay band

Note:

- The same notes as Table A are applicable

Narrative

AfC staff constitute approximately 93% 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.

Summary table

Occupational Segregation by Gender				
Medical Grade	Female Employments	Male Employments	Gender Pay Gap Male to Female %	Total Employments
Administrative Services	1532	199	23.04%	1731
Allied Health Profession	777	70	-0.30%	847
Healthcare Sciences	225	63	23.55%	288
Medical and Dental Support	104	10	9.03%	114
Nursing/Midwifery	4520	452	2.85%	4972
Other Therapeutic	261	48	0.20%	309
Personal and Social Care	126	29	2.39%	155
Support Services	1191	494	16.59%	1685
Grand Total	8736	1365	2.84%	10101

The table below breaks job families down by AfC band:

Occupational Segregation by Gender					
Job Family		Female Employments	Male Employments	Gender Pay Gap Male to Female %	Total Employments
Administrative Services	Band 2	446	44	-2.68%	490
Administrative Services	Band 3	318	10	-1.50%	328
Administrative Services	Band 4	496	24	-1.60%	520
Administrative Services	Band 5	92	34	-0.71%	126
Administrative Services	Band 6	95	54	2.88%	149
Administrative Services	Band 7	50	14	0.74%	64
Administrative Services	Band 8A	22	7	-3.56%	29
Administrative Services	Band 8B	*	*	*	10
Administrative Services	Band 8C	*	*	*	10
Administrative Services	Band 8D	*	*	*	*
Allied Health Profession	Band 2	21	*	*	*
Allied Health Profession	Band 3	76	8	-0.49%	84
Allied Health Profession	Band 4	43	6	-0.09%	49
Allied Health Profession	Band 5	89	9	-1.31%	98
Allied Health Profession	Band 6	351	18	-0.97%	369
Allied Health Profession	Band 7	156	15	-3.87%	171
Allied Health Profession	Band 8A	26	8	2.87%	34
Allied Health Profession	Band 8B	11	*	*	*
Allied Health Profession	Band 8C	*	*	*	*
Healthcare Sciences	Band 2	30	*	*	*
Healthcare Sciences	Band 3	64	*	*	*
Healthcare Sciences	Band 4	7			7
Healthcare Sciences	Band 5	*	*	*	8
Healthcare Sciences	Band 6	66	21	-2.33%	87
Healthcare Sciences	Band 7	45	13	2.83%	58
Healthcare Sciences	Band 8A	*	11	*	*
Healthcare Sciences	Band 8B	*	*	*	7
Healthcare Sciences	Band 8C		*		*
Healthcare Sciences	Band 8D	*	*	*	*
Medical and Dental Support	Band 2	*	*	*	*
Medical and Dental Support	Band 4	58	*	*	*
Medical and Dental Support	Band 5	38	*	*	*
Medical and Dental Support	Band 6	*	*	*	*
Medical and Dental Support	Band 7	*			*
Nursing/Midwifery	Band 1	9			9
Nursing/Midwifery	Band 2	956	95	-0.44%	1051
Nursing/Midwifery	Band 3	353	37	-1.39%	390
Nursing/Midwifery	Band 4	74	*	*	*
Nursing/Midwifery	Band 5	1803	175	0.21%	1978
Nursing/Midwifery	Band 6	858	68	-1.82%	926
Nursing/Midwifery	Band 7	396	55	-1.43%	451
Nursing/Midwifery	Band 8A	54	11	-2.64%	65
Nursing/Midwifery	Band 8B	13	6	1.90%	19
Nursing/Midwifery	Band 8C	*	*	*	7

Other Therapeutic	Band 2	12	2	-6.95%	14
Other Therapeutic	Band 3	*	*	*	9
Other Therapeutic	Band 4	22	*	*	*
Other Therapeutic	Band 5	43	*	*	*
Other Therapeutic	Band 6	25	*	*	*
Other Therapeutic	Band 7	47	11	-8.62%	58
Other Therapeutic	Band 8A	68	8	-6.79%	76
Other Therapeutic	Band 8B	19	6	-0.04%	25
Other Therapeutic	Band 8C	12	*	*	*
Other Therapeutic	Band 8D	*	*	*	*
Other Therapeutic	Band 9	*			*
Personal and Social Care	Band 2	7			7
Personal and Social Care	Band 3	13			13
Personal and Social Care	Band 4	23	*	*	*
Personal and Social Care	Band 5	27	6	2.58%	33
Personal and Social Care	Band 6	37	12	-4.53%	49
Personal And Social Care	Band 7	*	*	*	*
Personal and Social Care	Band 8A	10	*	*	*
Personal and Social Care	Band 8B	*			*
Personal and Social Care	Band 8D	*			*
Support Services	Band 1	856	52	0.00%	908
Support Services	Band 2	170	253	6.68%	423
Support Services	Band 3	125	56	-0.79%	181
Support Services	Band 4	15	32	-2.57%	47
Support Services	Band 5	6	69	-0.67%	75
Support Services	Band 6	6	15	-2.06%	21
Support Services	Band 7	9	6	2.37%	15
Support Services	Band 8A	*	7	*	*
Support Services	Band 8B	*	*	*	6
Support Services	Band 8C		*		*

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 7% of the NHS Ayrshire & Arran workforce. There are 6.78% more men than women within this staff group and a significant proportion are consultants (46% of men in this staff group are consultants compared to 27% of women in this staff group being consultants) whereas a higher proportion of women are in training and staff and associate specialist grades. 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.

Occupational Segregation by Gender				
Medical Grade	Female Employments	Male Employments	Gender Pay Gap Male to Female %	Total Employments
Assistant Clinical Director		1		1
Associate Specialist	13	7	-3.11%	20
Clinical Director	7	21	-1.91%	28
Clinical Fellow	3	1	*	4
Consultant	98	189	4.63%	287
Dental Core Training - Grade 1	1	1	*	2
Dental Core Training - Grade 2	1	2	*	3
Dental Officer	12	4	*	16
Director of Public Health	1			1
Foundation House Officer Year 1	26	19	2.22%	45
Foundation House Officer Year 2	23	22	-0.29%	45
General Practice Specialty Training	22	16	22.99%	38
Hospital Practitioner		2		2
Locum Appointment Service	8	10	1.54%	18
Locum Appointment Training	2	1	*	3
Medical Director	1			1
Other	6	10	-12.18%	16
Salaried GP	2	4	*	6
Senior Dental Officer		3		3
Specialty Doctor	42	33	-1.40%	75
Specialty Registrar	85	55	-1.20%	140
Specialty Registrar (Core Training)	5	9	*	14
Grand Total	358	410	17.55%	768

Table D – Occupational Segregation by ethnicity across NHS Ayrshire & Arran

Notes:

- Comparison is on the basis of average organisational hourly rate basic pay (excluding overtime) versus the average hourly rate of pay (excluding overtime) by ethnic group
- A positive percentage indicates a pay gap with the average hourly rate for an ethnic group being above the organisational average hourly pay rate
- A negative (-) prefixed percentage indicates that there is a pay with an average hourly rate for an ethnic group being below the organisational average hourly pay rate

Narrative:

The table provides an overarching summary position and to better understand the differences it is important to note the detail that follows in Table E with specific cognisance of the medical & dental job family in particular which has a significant impact upon the position (and associated narrative regarding medical & dental staff in general as detailing the impact this particular staff cohort has on organisational analysis).

NHS Ayrshire & Arran	African	21	55.05%
	Any Mixed Background	33	57.23%
	Bangladeshi	*	*
	Caribbean	*	*
	Chinese	25	45.77%
	Declined	28	48.09%
	Indian	67	107.91%
	Don't Know	2894	1.09%
	Other Asian	24	45.57%
	Other Black	*	*
	Other Ethnic Background	30	69.44%
	Other White	102	43.11%
	Pakistani	35	60.16%
	White British	543	14.53%
	White Irish	130	26.81%
White Scottish	6964	-5.25%	
NHS Ayrshire & Arran Total		10902	

Table E – Occupational Segregation by ethnicity by job family

Notes:

- Comparison is on the basis of average hourly rate of basic pay (excluding overtime) for the job family versus the average hourly rate of pay (excluding overtime) by ethnic group within the job family
- A positive percentage indicates a pay gap with the average hourly rate for an ethnic group being above the average hourly pay rate for the job family
- A negative (-) prefixed percentage indicates that there is a pay with an average hourly rate for an ethnic group being below the average hourly pay rate for the job family

Narrative:

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.

Occupational Segregation by Ethnicity			
Occupational Segregation	Ethnicity	Total Employments	Comparison to Avg Basic Hourly
Administrative Services	African	*	*
	Chinese	*	*
	Declined	*	*
	Indian	*	*
	Don't Know	402	1.91%
	Other Ethnic Background	*	*
	Other White	9	-7.55%
	Pakistani	*	*
	White British	82	6.97%
	White Irish	22	15.84%
White Scottish	1201	-1.33%	
Administrative Services Total		1730	
Allied Health Profession	Any Mixed Background	*	*
	Declined	*	*
	Don't Know	237	6.56%
	Other White	6	-6.45%
	Pakistani	*	*
	White British	35	-1.95%
	White Irish	21	0.00%
White Scottish	545	-2.66%	
Allied Health Profession Total		847	

Healthcare Sciences	African	*	*
	Any Mixed Background	*	*
	Chinese	*	*
	Declined	*	*
	Indian	*	*
	Don't Know	105	9.39%
	Other Asian	*	*
	Other White	*	*
	Pakistani	*	*
	White British	8	-8.27%
White Irish	*	*	
White Scottish	160	-5.35%	
Healthcare Sciences Total		288	
Medical and Dental	African	10	8.35%
	Any Mixed Background	20	-9.92%
	Bangladeshi	*	*
	Caribbean	*	*
	Chinese	18	-20.48%
	Declined	12	-3.36%
	Indian	57	8.51%
	Don't Know	116	31.83%
	Other Asian	16	-15.98%
	Other Black	*	*
	Other Ethnic Background	19	6.91%
	Other White	42	1.57%
	Pakistani	24	-8.02%
	White British	129	-17.91%
	White Irish	30	-11.90%
White Scottish	271	-2.02%	
Medical and Dental Total		768	
Medical and Dental Support	Don't Know	27	4.69%
	Other White	*	*
	White British	*	*
	White Irish	*	*
	White Scottish	82	-1.17%
Medical and Dental Support Total		114	
Nursing/Midwifery	African	7	-1.78%
	Any Mixed Background	6	9.41%
	Chinese	*	*
	Declined	6	24.80%
	Indian	*	*
	Don't Know	1284	5.20%
	Other Asian	*	*
	Other Black	*	*
	Other Ethnic Background	*	*
	Other White	22	10.33%
	Pakistani	*	*
	White British	216	0.71%
	White Irish	34	6.49%
White Scottish	3379	-2.14%	
Nursing/Midwifery Total		4972	
Other Therapeutic	Any Mixed Background	*	*
	Caribbean	*	*
	Chinese	*	*
	Declined	*	*
	Indian	*	*
	Don't Know	51	6.68%
	Other Ethnic Background	*	*
	Other White	8	-15.31%
	Pakistani	*	*
	White British	22	9.64%
White Irish	10	26.76%	
White Scottish	205	-3.11%	
Other Therapeutic Total		309	
Personal and Social Care	Don't Know	32	11.01%
	Pakistani	*	*
	White British	7	-3.52%
	White Irish	*	*
	White Scottish	111	-3.78%
Personal and Social Care Total		155	
Senior Managers	Don't Know	*	*
	White British	*	*
	White Scottish	25	-7.42%
Senior Managers Total		33	
Support Services	African	*	*
	Any Mixed Background	*	*
	Chinese	*	*
	Declined	*	*
	Don't Know	635	0.64%
	Other Asian	*	*
	Other Ethnic Background	*	*
	Other White	8	-10.51%
	White British	40	1.49%
	White Irish	7	11.89%
White Scottish	985	-0.42%	
Support Services Total		1685	

Table F – Occupational Segregation by disability across NHS Ayrshire & Arran

Notes:

- Comparison is on the basis of average organisational hourly rate basic pay (excluding overtime) versus the average hourly rate of pay (excluding overtime) by disability categorisation
- A positive percentage indicates a pay gap with the average hourly rate for disability categorisation being above the organisational average hourly pay rate
- A negative (-) prefixed percentage indicates that there is a pay with an average hourly rate for disability categorisation being below the organisational average hourly pay rate

Narrative:

Employees identifying as having a disability are 0.5% of the entire workforce, as per the detail in the table. 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.

Organisation:			
NHS Ayrshire & Arran	Declined to Comment	42	9.35%
	Don't Know	10800	-0.07%
	Yes	60	4.30%
NHS Ayrshire & Arran Total		10902	

Table G – Occupational Segregation by disability by job family

Notes:

- Comparison is on the basis of average hourly rate of basic pay (excluding overtime) for the job family versus the average hourly rate of pay (excluding overtime) by disability categorisation within the job family
- A positive percentage indicates a pay gap with the average hourly rate for disability categorisation being above the average hourly pay rate for the job family
- A negative (-) prefixed percentage indicates that there is a pay with an average hourly rate for disability categorisation being below the average hourly pay rate for the job family

Narrative:

As detailed in the narrative for the preceding chart there is limited inference can be drawn from segregation by job family and further vertical analysis is severely impeded.

Occupational Segregation by Disability			
Occupational Segregation	Disabled	Total Employments	Comparison to Avg Basic Hourly
Administrative Services	Declined to Comment	10	-7.96%
	Don't Know	1708	0.17%
	Yes	13	-14.10%
Administrative Services Total		1731	
Allied Health Profession	Declined to Comment	*	*
	Don't Know	842	0.00%
	Yes	3	-4.38%
Allied Health Profession Total		847	
Healthcare Sciences	Don't Know	287	0.12%
	Yes	*	*
Healthcare Sciences Total		288	
Medical and Dental	Declined to Comment	7	5.64%
	Don't Know	754	0.00%
	Yes	7	-7.37%
Medical and Dental Total		768	
Medical and Dental Support	Don't Know	114	0.00%
Medical and Dental Support Total		114	
Nursing/Midwifery	Declined to Comment	15	5.70%
	Don't Know	4932	-0.07%
	Yes	25	7.63%
Nursing/Midwifery Total		4972	
Other Therapeutic	Declined to Comment	*	*
	Don't Know	307	-0.05%
	Yes	*	*
Other Therapeutic Total		309	
Personal and Social Care	Don't Know	153	0.06%
	Yes	*	*
Personal and Social Care Total		155	
Senior Managers	Don't Know	32	-0.41%
	Yes	*	*
Senior Managers Total		33	
Support Services	Declined to Comment	7	-0.96%
	Don't Know	1671	0.00%
	Yes	7	-8.70%
Support Services Total		1685	