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NHS Ayrshire & Arran 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 31st December 2018 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

Gender Pay Gap Information						
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	9030	84.46%	1661	15.54%	23.98%	10691
Medical and Dental	239	44.26%	301	55.74%	11.47%	540
All Agenda for Change	8787	86.65%	1354	13.35%	2.39%	10141
Senior Managers	*	*	*	*	*	10

Narrative

The overall organisational position, as illustrated in the table above, is of males being paid 23.98% 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 = 15.54% males versus medical = 55.74%) 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.

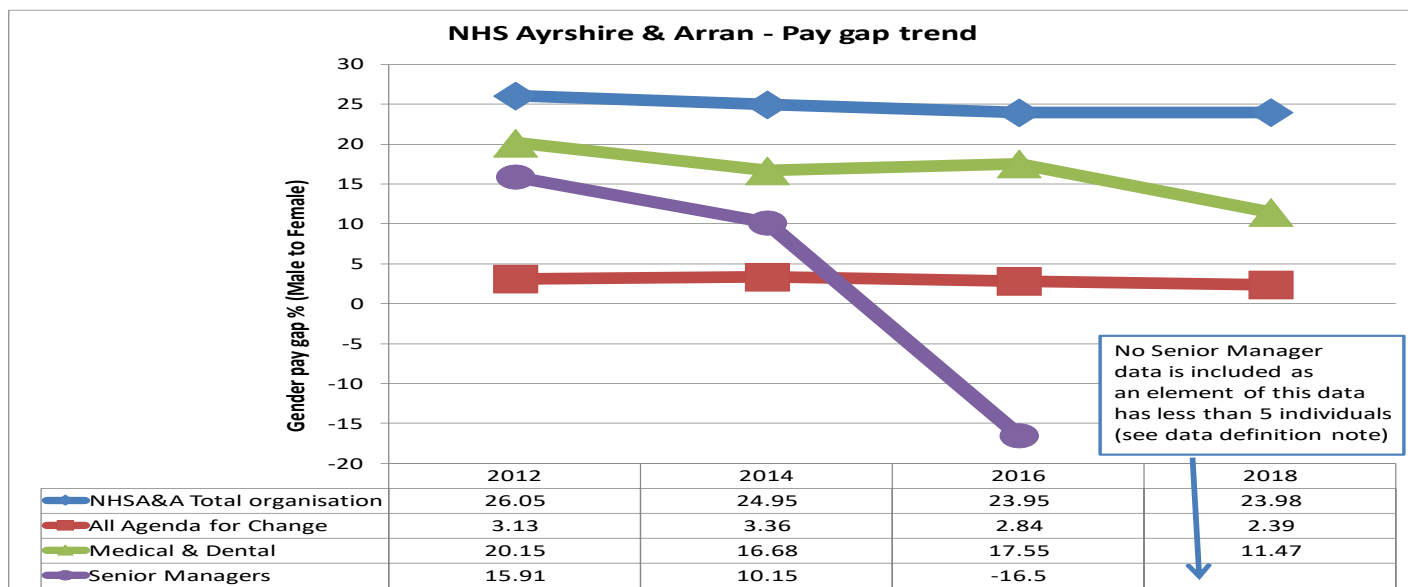


Table B – Gender pay gap by Agenda for Change (AfC) job families and pay band

Note:

- The same notes as Table A are applicable

Narrative

AfC staff constitute approximately 95% 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				
AfC Job Family	Female Employments	Male Employments	Gender Pay Gap Male to Female %	Total Employments
Administrative Services	1521	192	23.97%	1713
Allied Health Profession	826	76	2.33%	902
Dental Support	87	*	*	88
Healthcare Sciences	245	66	20.68%	311
Medical Support	*	12	*	17
Nursing/Midwifery	4534	451	0.93%	4985
Other Therapeutic	290	50	5.18%	340
Personal and Social Care	126	24	6.45%	150
Support Services	1153	482	13.83%	1635
Grand Total	8787	1354	2.39%	10141

The following table breaks job families down by AfC band:

Occupational Segregation by Gender

AfC Job Family		Female Employments	Male Employments	Gender Pay Gap Male to Female %	Total Employments
Administrative Services	Band 2	451	38	-2.37%	489
Administrative Services	Band 3	302	10	-1.99%	312
Administrative Services	Band 4	481	28	-1.99%	509
Administrative Services	Band 5	92	29	1.29%	121
Administrative Services	Band 6	102	50	2.32%	152
Administrative Services	Band 7	47	17	-2.62%	64
Administrative Services	Band 8A	25	6	0.35%	31
Administrative Services	Band 8B	9	6	5.05%	15
Administrative Services	Band 8C	10	*	*	*
Administrative Services	Band 8D	*	*	*	*
Allied Health Profession	Band 2	21	*	*	23
Allied Health Profession	Band 3	86	7	2.72%	93
Allied Health Profession	Band 4	52	8	-1.04%	60
Allied Health Profession	Band 5	82	11	2.85%	93
Allied Health Profession	Band 6	381	20	-3.23%	401
Allied Health Profession	Band 7	159	19	-4.37%	178
Allied Health Profession	Band 8A	31	*	*	*
Allied Health Profession	Band 8B	11	*	*	*
Allied Health Profession	Band 8C	*	*	*	*
Allied Health Profession	Band 8D		*		*
Dental Support	Band 2	*	*	*	*
Dental Support	Band 3	*			*
Dental Support	Band 4	48			48
Dental Support	Band 5	28			28
Dental Support	Band 6	*			*
Dental Support	Band 7	*			*
Healthcare Sciences	Band 2	28	*	*	*
Healthcare Sciences	Band 3	64	8	-1.18%	72
Healthcare Sciences	Band 4	7			7
Healthcare Sciences	Band 5	20	6	4.44%	26
Healthcare Sciences	Band 6	68	20	-1.60%	88
Healthcare Sciences	Band 7	44	13	-0.25%	57
Healthcare Sciences	Band 8A	10	10	3.85%	20
Healthcare Sciences	Band 8B	*	*	*	*
Healthcare Sciences	Band 8C		*		*
Healthcare Sciences	Band 8D	*	*	*	*
Medical Support	Band 2		*		*
Medical Support	Band 4		*		*
Medical Support	Band 5	*	*	*	*
Medical Support	Band 6		*		*
Nursing/Midwifery	Band 2	939	110	-1.16%	1049
Nursing/Midwifery	Band 3	356	39	-0.92%	395
Nursing/Midwifery	Band 4	82	*	*	*
Nursing/Midwifery	Band 5	1765	152	0.87%	1917
Nursing/Midwifery	Band 6	900	74	-1.30%	974
Nursing/Midwifery	Band 7	409	53	-3.49%	462
Nursing/Midwifery	Band 8A	59	13	-0.77%	72
Nursing/Midwifery	Band 8B	19	*	*	*
Nursing/Midwifery	Band 8C	*	*	*	*
Nursing/Midwifery	Band 8D	*			*

Other Therapeutic	Band 2	14	*	*	*
Other Therapeutic	Band 3	8	*	*	*
Other Therapeutic	Band 4	18	*	*	*
Other Therapeutic	Band 5	45	*	*	*
Other Therapeutic	Band 6	37	*	*	*
Other Therapeutic	Band 7	68	17	-1.66%	85
Other Therapeutic	Band 8A	65	7	-2.36%	72
Other Therapeutic	Band 8B	22	*	*	*
Other Therapeutic	Band 8C	11	*	*	15
Other Therapeutic	Band 8D		*		*
Other Therapeutic	Band 9	*			*
Personal and Social Care	Band 2	7			7
Personal and Social Care	Band 3	17			17
Personal and Social Care	Band 4	21	*	*	*
Personal and Social Care	Band 5	28	6	3.40%	34
Personal and Social Care	Band 6	34	9	0.46%	43
Personal and Social Care	Band 7	6	*	*	*
Personal and Social Care	Band 8A	9	*	*	*
Personal and Social Care	Band 8B	*			*
Personal and Social Care	Band 8D	*			*
Support Services	Band 1	*			*
Support Services	Band 2	998	300	3.41%	1298
Support Services	Band 3	113	54	-0.19%	167
Support Services	Band 4	14	31	-1.85%	45
Support Services	Band 5	*	67	*	*
Support Services	Band 6	7	14	2.15%	21
Support Services	Band 7	8	6	1.86%	14
Support Services	Band 8A	*	6	*	*
Support Services	Band 8B	*	*	*	*

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% of the NHS Ayrshire & Arran workforce. There are 11.4% more men than women within this staff group and a significant proportion are consultants, including clinical directors, (66% of all men in this group compared to 59% of women) 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		*		*
Associate Specialist	10	6	-1.90%	16
Clinical Director	6	21	-1.01%	27
Clinical Fellow	32	25	-0.70%	57
Clinical Lead		*		*
Consultant	109	179	3.84%	288
Dental Core Training - Grade 1	*			*
Dental Core Training - Grade 2	*	*	*	*
Dental Officer	8	*	*	*
Dental Practitioner		*	*	*
General Practice Specialty Training	*	6	*	*
Locum Appointment Service	*	*	*	*
Medical Director	*			*
Other	10	8	-4.40%	18
Salaried GP	6	10	-5.32%	16
Specialty Doctor	43	35	-2.19%	78
Specialty Registrar	*			*
Grand Total	239	301	11.47%	540

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).

Occupational Segregation by Ethnicity			
Occupational Segregation	Ethnicity	Total Employments	Comparison to Avg Basic Hourly
NHS Ayrshire & Arran	African	19	51.48%
	Any Mixed Background	30	63.43%
	Caribbean	*	*
	Chinese	19	61.80%
	Declined	23	43.19%
	Indian	63	134.50%
	Not Known	2522	1.62%
	Other Asian	25	43.77%
	Other Ethnic Background	24	67.86%
	Other White	100	52.53%
	Pakistani	21	72.95%
	White British	476	16.83%
	White Irish	110	28.88%
	White Scottish	7257	-5.28%

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	*	*
	Not Known	358	2.55%
	Other Ethnic Background	*	*
	Other White	11	1.25%
	Pakistani	*	*
	White British	81	0.86%
	White Irish	18	9.81%
White Scottish	1230	-0.93%	
Allied Health Profession	Any Mixed Background	*	*
	Chinese	*	*
	Declined	*	*
	Indian	*	*
	Not Known	211	8.59%
	Other White	8	-11.96%
	Pakistani	*	*
	White British	37	4.63%
	White Irish	19	1.37%
White Scottish	621	-2.93%	
Dental Support	Not Known	15	0.60%
	Other White	*	*
	White Scottish	71	-0.21%
Healthcare Sciences	African	*	*
	Chinese	*	*
	Declined	*	*
	Indian	*	*
	Not Known	94	10.76%
	Other Asian	*	*
	Other White	*	*
	Pakistani	*	*
	White British	10	-10.73%
	White Irish	*	*
White Scottish	190	-4.78%	
Medical and Dental	African	10	-17.42%
	Any Mixed Background	16	-15.43%
	Caribbean	*	*
	Chinese	7	10.26%
	Declined	7	-4.83%
	Indian	54	1.92%
	Not Known	89	15.00%
	Other Asian	12	-16.01%
	Other Ethnic Background	13	-2.33%
	Other White	37	0.35%
	Pakistani	10	1.92%
	White British	67	-3.92%
	White Irish	17	-0.95%
	White Scottish	200	-2.65%

Medical Support	Not Known	9	7.98%
	White British	*	*
	White Scottish	7	-8.36%
Nursing/Midwifery	African	6	-2.66%
	Any Mixed Background	9	5.29%
	Chinese	*	*
	Declined	*	*
	Indian	*	*
	Not Known	1121	6.52%
	Other Asian	8	-4.81%
	Other Ethnic Background	*	*
	Other White	22	8.31%
	Pakistani	*	*
	White British	207	0.86%
	White Irish	33	7.52%
	White Scottish	3563	-2.20%
Other Therapeutic	Any Mixed Background	*	*
	Caribbean	*	*
	Chinese	*	*
	Declined	*	*
	Indian	*	*
	Not Known	47	6.12%
	Other Ethnic Background	*	*
	Other White	6	-0.85%
	Pakistani	*	*
	White British	23	10.44%
	White Irish	12	2.40%
	White Scottish	240	-2.73%
Personal and Social Care	Not Known	27	11.38%
	White British	8	-3.37%
	White Irish	*	*
	White Scottish	111	-3.43%
Senior Managers	Not Known	*	*
	White British	*	*
	White Scottish	7	0.78%
Support Services	African	*	*
	Any Mixed Background	*	*
	Chinese	*	*
	Declined	*	*
	Not Known	550	1.43%
	Other Asian	*	*
	Other Ethnic Background	*	*
	Other White	9	-9.47%
	White British	40	2.31%
	White Irish	*	*
	White Scottish	1017	-0.78%

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 0.55% 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.

Occupational Segregation by Disability			
Occupational Segregation	Disabled	Total Employments	Comparison to Avg Basic Hourly
NHS Ayrshire & Arran	Declined to Comment	34	4.38%
	Don't Know	10598	-0.04%
	Yes	59	5.27%

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	9	-10.15%
	Don't Know	1692	0.07%
	Yes	12	-1.72%
Allied Health Profession	Declined to Comment	*	*
	Don't Know	897	-0.04%
	Yes	*	*
Dental Support	Don't Know	88	0.00%
Healthcare Sciences	Don't Know	310	0.11%
	Yes	*	*
Medical and Dental	Declined to Comment	*	*
	Don't Know	529	0.12%
	Yes	7	-10.74%
Medical Support	Don't Know	17	0.00%
Nursing/Midwifery	Declined to Comment	13	-1.64%
	Don't Know	4952	-0.03%
	Yes	20	8.61%
Other Therapeutic	Declined to Comment	*	*
	Don't Know	338	0.04%
	Yes	*	*
Personal and Social Care	Don't Know	149	-0.11%
	Yes	*	*
Senior Managers	Don't Know	10	0.00%
Support Services	Declined to Comment	6	2.65%
	Don't Know	1616	0.07%
	Yes	13	-9.86%