



# **Equal Pay Statement and Gender Pay Gap Information**

**As at 31<sup>st</sup> March 2017**

# Accessibility

If you would like this document in alternative formats such as Braille, large print, audio or in a language of your choice, please contact us:



01896 825575



[Warwick.shaw@borders.scot.nhs.uk](mailto:Warwick.shaw@borders.scot.nhs.uk)



Warwick Shaw  
Head of Delivery Support  
NHS Borders  
Melrose  
TD6 9DB



Contact us through an online  
sign language interpreter  
contactSCOTLAND-BSL

## 1. Equality and the Gender Pay Gap

NHS Borders last year published Pay Gap data within its Mainstreaming Report. This has now been separated and is published here in the format described in Closing the Gap – Guidance on Public Sector Equality Duty, last years data is included as an Annex for Reference though is not strictly comparable as it was compiled in a different way. The overall mean gap for 2015 and 2016, as stated calculated in a slightly different way, is also shown in the next paragraph for comparison.

The relevant calculations as described in Closing the Gap show a Median Gender Pay Gap in favour of men of 11.17% and a Mean gender pay gap of 20.47%. (in 2015 the gap was 20.87% and in 2016 it was 19.64%). The marked difference in Median and Mean is caused by the influence in the two statistics of the small number of Medical Staff who are on higher salaries compared to the majority of staff.

In all quartiles there is a significant prevalence of female staff:

Lower Quartile: Male 19.98% Female 80.02%

Lower Middle Quartile : Male 15.05% Female 84.95%

Middle Quartile: Male 12.14% Female 87.86%

Upper Quartile: Male 24.95% Female 75.05%

However it can be seen that the higher percentages of male staff are in the Upper pay quartiles.

### Commentary

**Medical Staff:** Many of the longer serving and more highly remunerated staff are still male as the increase in numbers of female medical staff are still working through the system, in 1992 only 15% of the consultant body was female, that figure is now much closer to 60/40 in favour of women. and we have a increasing number of women (4 out of 5 Associate Medical Director) in senior positions, there are no shortage of role models.

**Agenda for Change and Executive Grades:** Although there is still a Gender Pay Gap 4/7 of the Board Executive Directors are female as are half of the General Manager level appointments, again many good examples of equal access.

## Total Number of Staff and Employments (Contracts)

	Total No of Staff	Total No of Employments
2015	3220	3849
2016	3247	3554

Gender	AFC		Medical	
	2015	2016	2015	2016
Female	85.08%	85.30%	53.33%	54.45%
Male	14.92%	14.70%	46.67%	45.55%

## 2. Legislative Framework

The Equality Act replaces previous legislation, including the Equal Pay Act 1970 and the Sex Discrimination Act 1975. The Equality Act's provisions on Equal Pay and other employment terms are determined without sex discrimination or bias.

The Equality Act 2010 also introduced the concept of nine 'protected characteristics'. These are:

- Age
- Disability
- Gender Reassignment
- Pregnancy and Maternity
- Race
- Religion and Belief
- Sex
- Sexual Orientation
- Marriage and Civil Partnership

The Act stipulated that all Health Boards (as were all public bodies) across NHS Scotland were required to comply with the three aims of the Public Sector Equality Duty, and to meet the requirements of the Equality Act 2010 (Specific Duties)(Scotland) Regulations 2012.

The three aims of the Public Sector Equality Duty are to:

- Eliminate discrimination, harassment and victimisation and any other conduct that is prohibited under the act
- Advance equality of opportunity between persons who share a relevant protected characteristic and those who do not
- Foster good relations between people who share a protected characteristic and those who do not.

### **3. Equal Pay Statement**

The Equal Opportunities Policy statement has to be reviewed on a regular basis by NHS Borders Area Partnership Forum and the Staff Governance Committee. NHS Borders is committed to equality of opportunity in employment and believe that staff should receive equal pay for the same or broadly similar work, or work rated as equivalent and for work of equal value, regardless of their age, disability, ethnicity or race, gender reassignment, marital or civil partnership status, pregnancy, political beliefs, religion or belief, sex or sexual orientation.

*National Terms and Conditions:* NHS Borders employs staff on nationally negotiated and agreed NHS contracts of employment which includes provisions on pay, pay progression and terms and conditions of employment. These include National Health Service Agenda for Change Contract terms and conditions of employment, NHS Consultant and General Practice (GP), Speciality and Associate Specialist (SAS), Medical Trainee and General Dental Practice (GDP) Educator contracts of employment. Some staff are employed on NHS Scotland Executive contracts of employment (Executive Cohort) which are evaluated using national grading policies with prescribed pay ranges and terms of conditions of employment.

*Staff Governance Standard:* NHS Boards work within a Staff Governance Standard which is underpinned by statute. Staff Governance Standards set out what each NHS Scotland employer must achieve in order to continuously improve in relation to the fair and effective management of staff.

If a member of staff wishes to raise a concern at a formal level within NHS Borders relating to equal pay, the Grievance procedure is available for their use.

### **4. How NHS Borders is Using this Information to Inform its Policy on Equal Pay**

The difference between men and women's pay has decreased slightly during 2016 and shown a general consistency between 2015 and 2017. The difference between men and women's pay for the periods 2015 and 2016 was considered by NHS Borders Board during 2017 and The Executive Management Team and the Staff Governance Committee have been informed of the difference between men and women's pay. It is expected that as female doctors reach the later stages of their careers the Median level and Mean level pay differential will reduce.

## **GENDER PAY REPORTING FROM 2016 MAINSTREAM REPORT**

As mentioned previously the difference in pay between senior medical staff and the remainder of the workforce shows as a major pay gap warranting action. Despite that these 2 years show a continuing reduction in the overall gap from 2013-14. The breakdown shows that the AFC grades pay gap is weighted in favour of females.

Organisational Segregation	Female Employments		Female Employments % of row		Male Employments		Male Employments % of row		Gender Pay Gap Male to Female % (Negative [green] favours female)		Total Employments	
	2015	2016	2015	2016	2015	2016	2015	2016	2015	2016	2015	2016
Total Organisation	2883	2945	82.63%	82.87%	606	609	17.37%	17.13%	20.87%	19.64%	3489	3554
Agenda for Change & Senior Managers	2739	2792	85.09%	85.3%	480	481	14.91%	14.7%	-3.27%	-2.37%	3219	3273
Medical & Dental	144	153	53.33%	54.45%	126	128	46.67%	45.55%	15.96%	11.39%	270	281

Medical Grade	Female Employments		Male Employments		Total Employments		Gender Pay Gap Male-Female % (negative [green] favours female)		£ difference (green favours female)	
	2015	2016	2015	2016	2015	2016	2015	2016	2015	2016
Consultant	44	47	73	65	117	112	4.81%	4.83%	2.16	2.20
Medical & Dental J Grade	31	30	17	15	48	45	-1.42%	-0.72%	0.29	0.15
Medical K Grade	17	19	12	12	29	31	3.91%	1.15%	1.76	0.52
Specialty & Associate Specialist Dr	24	24	10	16	34	40	-4.79%	-19.81%	1.48	5.47
Specialty Registrar	28	33	14	20	42	53	-0.82%	1.36%	0.15	0.25
Total	144	153.00	126	128.00	270	281.00	15.96%	11.39%	5.98	4.12

## Gender Pay Gap by Job Family

Job Family	Aggregated grades	Female Employments		Male Employments		Total Employments		Gender Pay Gap Male-Female %		£ difference (green favours female)	
		2015	2016	2015	2016	2015	2016	2015	2016	2015	2016
ADMINISTRATIVE SERVICES	Band 1	<5	<5			<5	<5				
	Band 2	119	138	13	12	132	150	-2.73%	-2.74%	0.23	0.24
	Band 3	167	173	8	10	175	183	-12.72%	-10.37%	1.11	0.94
	Band 4	140	136	9	10	149	146	-2.64%	-2.90%	0.29	0.32
	Band 5	58	53	9	13	67	66	7.45%	0.89%	1.08	0.12
	Band 6	31	31	11	9	42	40	4.04%	5.97%	0.70	1.07
	Band 7	21	24	<5	<5	25	30	2.75%	5.78%	0.56	1.22
	Band 8a-b	9	9	8	5	17	14	-3.86%	7.45%	0.96	2.00
	Band 8c-d	<5	<5	<5	<5	5	6	0.93%	6.39%	0.33	2.28
ADMINISTRATIVE SERVICES Total		549	569	64	67	613	636	22.57%	20.51%	3.36	2.99
ALLIED HEALTH PROFESSION	Band 2				<5		<5				
	Band 3	25	26	<5	<5	28	28	-7.12%	-1.25%	0.66	0.12
	Band 4	13	15	<5	<5	14	16	-0.99%	0.94%	0.11	0.11
	Band 5	39	36	5	7	44	43	-0.26%	-2.49%	0.03	0.30
	Band 6	111	110	5	6	116	116	2.01%	-1.57%	0.35	0.27
	Band 7	50	52	<5	<5	53	56	-1.01%	0.85%	0.20	0.17
	Band 8a-b	8	7	<5	<5	11	10	11.09%	5.36%	3.09	1.42
	Band 8c-d		<5				<5				
ALLIED HEALTH PROFESSION Total		246	<250	20	24	266	<275	2.33%	-1.00%	0.39	0.16
DENTAL SUPPORT	Band 2			<5		<5					
	Band 3	9	9		<5	9	10		-5.49%		0.53
	Band 4	32	32			32	32				
	Band 5	11	11			11	11				
	Band 6	6	7			6	7				
	Band 7	<5	<5			<5	<5				
DENTAL SUPPORT Total		<65	<65	<5	<5	<65	<65	-30.80%	-28.20%	2.85	2.72

Job Family	Aggregated grades	Female Employments		Male Employments		Total Employments		Gender Pay Gap Male-Female %		£ difference (green favours female)	
		2015	2016	2015	2016	2015		2015		2016	2015
HEALTHCARE SCIENCES	Band 2	8	8	<5	<5	10	9	-5.50%	-18.70%	0.47	1.44
	Band 3	19	19	6	6	25	25	-5.28%	-4.29%	0.48	0.41
	Band 4	<5	<5	<5	<5	<5	<5	-2.95%	-3.85%	0.32	0.43
	Band 5	13	11	5	7	18	18	-4.61%	-1.70%	0.62	0.23
	Band 6	14	13	<5	<5	16	15	-5.04%	-0.38%	0.83	0.06
	Band 7	6	8	8	8	14	16	6.33%	8.80%	1.33	1.88
	Band 8a-b	<5	<5	<5	<5	<5	<5	-16.80%	-20.00%	4.13	4.96
HEALTHCARE SCIENCES Total		<65	<65	27	28	<95	<95	11.26%	12.57%	1.72	1.96
MEDICAL SUPPORT	Band 5		<5	<5	<5	<5	<5		0.00%		0.00
	Band 6			<5	<5	<5	<5				
MEDICAL SUPPORT Total			<5	<5	<5	<5	<5		0.00%		0.00
NURSING/ MIDWIFERY	Band 2	168	179	18	19	186	198	-2.42%	-1.59%	0.21	0.14
	Band 3	188	188	17	17	205	205	-1.26%	-2.01%	0.13	0.20
	Band 4	12	12			12	12			0.00	
	Band 5	599	608	63	63	662	671	0.77%	0.77%	0.11	0.11
	Band 6	300	305	21	19	321	324	-0.65%	1.15%	0.11	0.20
	Band 7	116	116	13	12	129	128	4.49%	4.16%	0.94	0.89
	Band 8a-b	18	16	7	8	25	24	-7.64%	-7.99%	1.79	1.89
	Band 8c-d	6	5	<5	<5	8	6	-8.52%	-5.53%	2.51	1.72
NURSING/ MIDWIFERY Total		1407	1429	<145	<145	1548	1568	2.97%	2.57%	0.43	0.38
OTHER THERAPEUTIC	Band 2	10	12		<5	10	13		-9.80%		0.81
	Band 3	<5	<5		<5	<5	<5		-11.49%		1.02
	Band 4	11	13	<5	<5	12	14	3.67%	1.75%	0.41	0.20
	Band 5	16	16	<5	<5	17	16	-23.74%		2.65	
	Band 6	10	13	<5	<5	13	16	7.88%	7.96%	1.22	1.25
	Band 7	10	8	<5	<5	11	9	12.65%	10.51%	2.68	2.25
	Band 8a-b	30	35	<5	<5	33	39	9.54%	9.19%	2.59	2.51
	Band 8c-d	<5	5	<5	<5	7	8	11.63%	11.79%	4.67	4.79
OTHER THERAPEUTIC Total		92	<105	12	14	<110	<120	26.59%	22.22%	6.47	5.20



Job Family	Aggregated grades	Female Employments		Male Employments		Total Employments		Gender Pay Gap Male-Female %		£ difference (green favours female)	
		2015	2016	2015	2016	2015			2015	2016	2015
PERSONAL AND SOCIAL CARE	Band 4	<5	<5			<5	<5				
	Band 5	16	15	<5	<5	17	17	1.42%	-8.48%	0.21	1.11
	Band 6	11	10	<5	<5	13	11	-2.56%	6.93%	0.43	1.26
	Band 7	<5	<5	<5	<5	<5	<5	9.60%	6.50%	2.03	1.39
	Band 8a-b	<5	<5			<5	<5				
	Band 8c-d		<5				<5				
PERSONAL AND SOCIAL CARE Total		34	32	<10	<10	38	37	8.03%	8.71%	1.39	1.52
SENIOR MANAGERS	Senior Managers	8	7	2	2	10	9	-13.17%	-13.81%	4.40	4.71
SENIOR MANAGERS Total		8	7	2	2	10	9	-13.17%	-13.81%	4.40	4.71
SUPPORT SERVICES	Band 1	213	51	103	13	316	64	0.20%	1.39%	0.02	0.12
	Band 2	43	205	44	126	87	331	1.53%	1.75%	0.14	0.15
	Band 3	21	22	19	19	40	41	0.05%	0.59%	0.00	0.06
	Band 4	<5	<5	20	20	21	21	-2.88%	-2.04%	0.32	0.23
	Band 5	<5	<5	11	11	12	12	-1.07%	-2.11%	0.15	0.30
	Band 6			6	6	6	6				
	Band 7	<5	<5	<5	<5	5	5	9.44%	7.43%	2.00	1.59
	Band 8c-d			<5	<5	<5	<5				
SUPPORT SERVICES Total		<285	<285	<210	<205	<490	<485	12.91%	12.70%	1.25	1.27
Grand Total		2739	2792	480	481	3219	3273	-3.27%	-2.37	0.42	0.31