



NHS Grampian Gender Pay Gap Report 2024

April 2025

Draft version for approval by the NHS Grampian Staff Governance
Committee and Grampian Area Partnership Forum

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Summary

- The pay gap report is based on NHS Grampian workforce and payroll data of 26,440 paid employees [21,634 female staff and 4,806 male staff].
- **The mean gender pay gap for NHS Grampian is 14.74 per cent.** This figure shows that men are earning more than women.
- **The median pay gap for NHS Grampian is -0.06 per cent.** The median hourly rate paid to women (£16.54) is 1p more than men (£16.53).
- There is a 1.05 per cent increase in the pay gap (14.79 percent) in 2024 compared to 2023 (13.69 per cent).
- NHS Grampian staff are employed under three distinct contract groupings: Agenda for Change, Medical and Dental, and Executive and Senior Managers.
- Female staff represent the majority of the workforce throughout the job families, with the exception of Senior Managers.
- The monetary variance and percentage pay gap for Agenda for Change (AfC) staff is -£0.94 and -5.21 per cent with female staff earning more than males.
- AfC whole time hours reduced to 37 from 37.5 on 1st April 2024, therefore hourly rates rose as a direct result of this, further increased by the annual pay uplift.
- The monetary variance and percentage pay gap for Medical and Dental staff is £3.73 and 9.51 per cent. Male staff is earning more than female staff.
- The monetary variance and percentage pay gap for Senior Managers is £0.07 and 0.21 per cent, with male staff is earning more than female staff.
- The disability pay gap is 5.85 per cent. This figure shows that staff with a disability are paid less than staff without a disability.

1 Introduction

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 how well public bodies are meeting their equality duties. The Equal Pay Report assesses how well NHS Grampian is meeting its legal duty to pay staff fairly. The equal pay monitoring measures include:

(i) A requirement for public bodies to publish information on any Gender Pay Gap every two years. 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.

(ii) Public bodies must publish every four years a statement on Equal Pay.

(iii) From 2017 onwards, every second report, i.e. every fourth year, the Equal Pay Report must be expanded to include pay information for:

- persons who are disabled and persons who are not
- persons who fall into a minority racial group and persons who do not

(iv) The Report must also include information on any occupational segregation amongst its employees: "being the concentration of –

- men and women;
- persons who are disabled and persons who are not, and
- persons who fall into a minority racial group and persons who do not in particular grades and in particular occupations."

The gender pay gap report helps us understand how men and women's pay and experiences differ, as well as how NHS Grampian is performing in terms of gender, disability and race equality.

NHS Grampian 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 employee's race, disability, age, sex, sexual orientation, gender reassignment, pregnancy and maternity, marriage and civil partnership and religion or belief.

NHS Grampian 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 Grampian 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 Grampian is committed to:

- Informing its employees how pay regulations operate and how their own pay is calculated.
- Examining our existing and future pay practices for all of our employee, including part-time workers, those on fixed term contracts or contracts of unspecified duration, and those on pregnancy, maternity and other leave.
- Undertaking regular monitoring of the impact of our practices in line with the requirements of the Equality Act 2010.
- Considering and, where appropriate, undertaking a planned programme of equal pay reviews in line with guidance to be developed in partnership with the workforce.
- Following up promptly any concerns raised by staff or their representative organisations about pay or terms and conditions.

2 The NHS Grampian Equal Pay Statement

National Context

Equal pay is a legal requirement. Women and men performing work of the same value must be paid at the same rate. In contrast, the Gender Pay Gap is a comparison of the average rate of pay for all female staff compared to the average rate of pay for all male staff, regardless of their role.

National charity 'Close the Gap' produces information on the gender pay gap in Scotland. The purpose of this is to outline and analyse key trends in the gender pay gap across various measures to show how it changes over time.

Recent data from the Office for National Statistics Annual Survey of Hours and Earnings (ASHE) indicates that both the median and mean gender pay gaps decreased between 2022 and 2023 across all measures.

The Equality Act 2010 (Specific Duties) (Scotland) Regulations 2012 require listed authorities to publish information about the mean gender pay gap which is the percentage difference between men and women's average hourly pay (excluding overtime). The mean pay gaps have had a slightly larger reduction compared to median pay gaps, where falls have been more varied. The mean pay gaps have all seen significant decreases - by around 4 percentage points - with the combined pay gap now sitting at 6.3%, the full-time gap at 3.5%, and the part-time at 22.1%.

Given that the mean pay gap is calculated from the basic hourly rates of all individual employees, it therefore includes the highest and lowest rates and provides an overall indication of the size of the pay gap. The median basic hourly rate, on the other hand, is calculated by taking the mid-point from a list of all employees' basic hourly rates of pay and provides a more accurate representation of the 'typical' difference in pay that is not skewed by the highest or lowest rates. It is possible however that the median pay gap can obscure pay differences that may be associated with gender, ethnicity or disability.

The gender pay gap is a key indicator of the inequalities and differences that still exist in men and women's working lives.

However, women are not all the same, and their experiences of the work are shaped by their different identities, and this contributes to the inequalities they may face. For example, disabled women and women from particular ethnic groups are more likely to be underemployed in terms of skills and face higher pay gaps.

There is a clear business case for organisations to consider gender equality key in order to enhance profitability and corporate performance. Research data indicates that gender equality enabled organisations:

- Recruit from the widest talent pool.
- Improve staff retention.
- Improve decision-making and governance.

National Terms and Conditions

NHS Grampian 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 NHS Agenda for Change (A4C) Contract and Terms and Conditions of employment, NHS Medical and Dental (including General Practitioners) and NHS Scotland Executive and Senior Managers contracts of employment.

NHS Grampian recognises that in order to achieve equal pay for employees doing the same or broadly similar work, work rated as equivalent, or work of equal value, it should implement pay systems which are transparent, based on objective criteria and free from unlawful discrimination.

NHS Scotland is a Living Wage employer and, as such, the lowest available salary of £24,518 translates into an hourly rate of £12.71 per hour, which is above the Scottish Living Wage rate of £12.60 per hour.

Legislative Framework

The Equality Act 2010 protects people from unlawful discrimination and harassment in employment, when seeking employment, or when engaged in occupations or activities related to work. It also gives women and men a right to equal pay for equal work. It requires that women and men are paid on equally favourable terms where they are employed in 'like work', 'work related as equivalent' or 'work of equal value'.

In line with the Public Sector Equality Duty of the Equality Act 2010, NHS Grampian aims to ensure we have due regard to:

- Eliminate unfair, unjust or unlawful practices and other discrimination that impact on pay equality;
- Promote equality of opportunity and the principles of equal pay throughout the workforce; and
- Promote good relations between people sharing different protected characteristics in the implementation of equal pay

Staff Governance Standard

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

The Standard requires all NHS Boards to demonstrate that staff are:

- Well informed;
- Appropriately trained and developed;
- Involved in decisions;
- Treated fairly and consistently, with dignity and respect...
- In an environment where diversity is valued; and...
- Provided with a continuously improving and safe working environment, promoting the health and wellbeing of staff, patients and the wider community.

Delivering equal pay is integrally linked to the aims of the Staff Governance Standard.

Equal Pay Policy

This policy was agreed in partnership and will be reviewed on a regular basis by the NHS Grampian Area Partnership Forum and the Staff Governance Committee.

NHS Grampian recognises the underlying drivers of pay inequality which include:

- Occupational segregation
- A lack of quality part-time and flexible working opportunities
- The economic undervaluing of work which is stereotypically seen as female work such as care, retail, admin and cleaning
- Women's disproportionate responsibility for unpaid care
- Bias and a lack of transparency in recruitment, development and progression employment practices
- Workplace cultures
- Pay and grading systems

The organisation is committed to addressing these factors in ways that achieve the aims of the NHS Scotland Staff Governance Standard and the Equality Duty. We 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 and maternity, religion or belief, sex or sexual orientation.

The Equality Act 2010 (Specific Duties) (Scotland) Regulations require NHS Grampian to:

- Publish gender pay gap information by 30 April 2025, and every two years thereafter, using the specific calculation set out in the Regulations;
- Publish a statement on equal pay between men and women; people who are disabled and who are not; and people who fall into a minority racial group and who do not, to be updated every four years; and
- Publish information on occupational segregation among its employees, being the concentration of men and women; people who are disabled and who are not; and people who fall into a minority racial group and who do not, to be updated every four years.

Equal Pay Actions

It is good practice and reflects the values of NHS Grampian that pay is awarded fairly and equitably.

We will:

- Review the Equal Pay policy, statement and action points with trade unions, staff networks and professional organisations as appropriate, every 2 years and provide a formal report within 4 years;
- Inform employees how pay practices work and how their own pay is determined;
- Provide training and guidance for managers and for those involved in making decisions about pay and benefits and grading decisions to ensure fair, non-discriminatory and consistent practice;
- Examine our existing and future pay practices for all our employees, including part-time workers, those on fixed term contracts or contracts of unspecified duration, and those on pregnancy, maternity or other authorised leave;
- Undertake regular monitoring of our practices in line with the requirements of the Equality Act 2010; including carrying out and using the results of equality impact assessments.
- Consider, and where appropriate, contribute to equal pay reviews in line with guidance to be developed in partnership with the workforce and Trade Union representatives.

Responsibility for implementing this policy is held by the NHS Grampian Chief Executive with the Director of People and Culture having lead responsibility for the delivery of the policy.

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

3 NHS Grampian Workforce Gender Pay Gap Data

The NHS Grampian Gender Pay Gap Report is based on workforce and payroll data, as at 31 December 2024 of 26,440 paid employees.

NHS Grampian staff are employed under three distinct contract groupings, each with a separate set of pay, terms and conditions of employment:

- Agenda for Change (AfC)
- Medical and Dental (including doctors in training)
- Executive and Senior Managers

The figure is the number of payroll records, which means it also includes staff holding more than one post, bank workers and locums. It does not include Non-Executive Board Members/Chairperson.

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

Average hourly basic rate is the sum of hourly rates divided by the total number of employees. The average (mean) includes the lowest and highest rates of pay giving a good overall indication of gender pay gap.

% Pay Gap is difference in the average hourly rate of pay, expressed as a percentage of the male hourly rate.

$$\frac{A - B}{A} \times 100$$

A = mean hourly rate of pay of male employees B = mean hourly rate of pay of female employees
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Note:

- Comparison is on the basis of average pay for male and female staff (excluding overtime) for the cohort detailed by row
- A positive % Pay Gap (Monetary Variance M to F) 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

Median Pay Gap is the 'middle' value in the list of numbers. To find the median, the pay data is listed in numerical order from smallest to largest, so we can identify the middle entry from the list and find the median.

Table 1. NHS Grampian Gender Pay Gap as at 31st December 2024

Gender Pay Gap analysis - hourly rate comparison - NHS Grampian staff – as at 31 December 2024										
	Female			Male			Total			
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	20195	84.98%	£18.92	3569	15.02%	£17.98	-£0.94	-5.21%	23764	£18.78
Hospital Medical and Dental	1429	53.82%	£35.54	1226	46.18%	£39.27	£3.73	9.51%	2655	£37.26
Senior Managers	10	47.62%	£57.77	11	52.38%	£57.84	£0.07	0.12%	21	£57.81
NHS Grampian Total	21634	81.82%	£20.04	4806	18.18%	£23.51	£3.47	14.74%	26440	£20.67

Table 2. NHS Grampian Median Pay

NHS Grampian Median Pay - AFC Staff 24/25	
Group	Median Basic Hourly Rate
Female (20,195 employees)	£16.53
Male (3,569 employees)	£15.03
Female/Male Difference	-£1.50
% Pay Gap	-9.98%
Combined	£16.53

NHS Grampian Median Pay - Medical Staff 24/25	
Group	Median Basic Hourly Rate
Female (1,429 employees)	£28.86
Male (1,226 employees)	£31.58
Female/Male Difference	£2.72
% Pay Gap	8.62%
Combined	£30.22

NHS Grampian Median Pay - Senior Management Staff 24/25	
Group	Median Basic Hourly Rate
Female (10 employees)	£57.70
Male (11 employees)	£54.49
Female/Male Difference	-£3.20
% Pay Gap	-5.88%
Combined	£56.89

NHS Grampian Median Pay - All Staff 24/25	
Group	Median Basic Hourly Rate
Female (21,634 employees)	£16.54
Male (4,806 employees)	£16.53
Female/Male Difference	-£0.01
% Pay Gap	-0.06%
Combined	£16.54

3.1 Agenda for Change Occupational Segregation

Agenda for Change	Female	Male	Difference	% Pay Gap
	N =20195	N = 3569		
Mean hourly basic rate	£18.92	£17.98	£0.94	-5.21%
Median hourly basic rate	£16.53	£15.03	£1.50	-9.98%

- NHS Grampian employs 23,764 Agenda for Change employees.
- AfC whole time hours reduced to 37 from 37.5 on 1st April 2024, therefore hourly rates increased as a direct result of this, further increased by the annual pay uplift. Highlighting this as if comparing hourly rates with previous years, this will contribute to the difference, as well as a higher than normal annual pay uplift.
- **In summary, the AfC Mean Gender Pay Gap is -5.21 per cent and Median Pay Gap is -9.98 per cent.** This figure shows that women are earning more than men.
- In all job families, the proportion of women is higher than men.
- The job families of Allied Health Professional, Healthcare Sciences, Medical Support and Nursing and Midwifery shows a higher average basic hourly rate in women with pay gap of -6.40, -5.59, -8.37 and -11.86 per cent, respectively.
- Male staff have a higher average basic hourly rate in job families of Administrative Services, Dental Support, Other Therapeutic, Personal and Social Care and Support Services with pay gap of 21.87, 23.41, 7.90, 1.45 and 5.56 per cent, respectively.
- The highest pay gap is in the job family of Dental Support and Administrative Services and men are paid higher than women.

Appendix I shows the distribution of men and women in Agenda for Change category.

Table 3. Summary gender pay gap analysis of occupational segregation of the job family in Agenda for Change staff.

Job Family	Female			Male			Total			
	Count of Gender	Gender Count % of Job Family	Average Hourly Rate	Count of Gender	Gender Count % of Job Family	Average Hourly Rate	Monetary Variance M to F £	Monetary Variance M to F %	Total Count of Gender	Total Average Hourly Rate
ADMINISTRATIVE SERVICES	2596	84.51%	£18.03	476	15.49%	£23.07	£5.05	21.87%	3072	£18.81
ALLIED HEALTH PROFESSION	1466	89.83%	£23.87	166	10.17%	£22.44	-£1.44	-6.40%	1632	£23.73
DENTAL SUPPORT	236	96.72%	£17.22	8	3.28%	£22.49	£5.27	23.41%	244	£17.39
HEALTHCARE SCIENCES	474	67.04%	£22.15	233	32.96%	£20.98	-£1.17	-5.59%	707	£21.76
MEDICAL SUPPORT	132	82.50%	£21.69	28	17.50%	£20.02	-£1.68	-8.37%	160	£21.40
NURSING/ MIDWIFERY	12426	90.13%	£18.82	1360	9.87%	£16.82	-£1.99	-11.86%	13786	£18.62
OTHER THERAPEUTIC	667	84.86%	£26.68	119	15.14%	£28.97	£2.29	7.90%	786	£27.02
PERSONAL AND SOCIAL CARE	64	84.21%	£23.52	12	15.79%	£23.86	£0.35	1.45%	76	£23.57
SUPPORT SERVICES	2134	64.65%	£13.93	1167	35.35%	£14.77	£0.84	5.66%	3301	£14.23
Grand Total	20195	84.98%	£18.92	3569	15.02%	£17.98	-£0.94	-5.21%	23764	£18.78

3.2 Medical and Dental

Medical and Dental	Female	Male	Difference	% Pay Gap
	N =1,429	N = 1,226		
Average hourly basic rate	£35.54	£39.27	£3.73	9.51%
Median basic hourly rate	£28.86	£31.58	£2.72	8.62%

- NHS Grampian employs 2,655 Medical and Dental Staff.
- **In summary, the Medical and Dental Mean Gender Pay Gap is 9.51 per cent and Median Pay Gap is 8.62 per cent.** This figure shows that men are earning more than women.
- The highest pay gap is in the job family of Salaried GP of £4.52 monetary variance and 9.80 per cent pay gap.
- The job families where men is paid more are: Consultant, Locum Consultant and Medical Director with monetary variance of £1.61, £3.11 and £3.09, respectively, compared to women.
- The rest of the job families have only a small variance between men and women.

Appendix II shows the distribution of men and women in Medical and Dental category.

Medical and Dental staff progress incrementally on their pay scales, in a similar way to AfC staff. As such, commencing salary placement, length of service in grade and timing of each employee's annual incremental date are strong contributory factors on this pay gap result.

3.3 Senior Managers

Senior Management	Female	Male	Difference	% Pay Gap
	N = 10	N = 11		
Average hourly basic rate	£57.77	£57.84	£0.07	0.12%
Median hourly basic rate	£57.77	£54.49	-£3.20	-5.88%

- The senior management has 10 women and 11 men.
- **In summary, the Senior Management Mean Gender Pay Gap is 0.12 per cent and Median Pay Gap is -5.88 per cent.**
- There is small average gap between women and men of £0.07 monetary variance and 0.12 per cent.

Appendix III shows the distribution of men and women in Senior Managers.

In contrast to the AFC contract group, salary progression of staff in Executive and Senior Manager grades is based on the employee's annual performance rating which is determined through the Appraisal process. Dependent on the performance rating, a percentage salary uplift is applied within the salary range for the grade. Overall, the analysis of this group would suggest that the pay gap differences are closely associated with length of service in grade and consequently the position in the grade salary range.

The pay gap for female and male Executive and Senior Manager is a small gap of 0.12 percent.

3.4 Overall Gender Pay Gap

NHS Grampian	Female	Male	Difference	% Pay Gap
	N = 21,634 (81.82%)	N = 4,418 (18.18%)		
Average hourly basic rate	£20.04	£23.51	£3.47	14.74%
Median hourly basic rate	£16.54	£16.53	£0.01	-0.06%

- The mean pay gap is calculated from the hourly rates of all individual employees. It therefore includes the lowest and highest rates across the organisation and provides an overall indication of the size of the pay gap.
- **The overall gender pay gap for NHS Grampian is 14.74 per cent.** This figure shows that men are earning more than women.
- **The median gender pay gap is -0.06 per cent.** This figure shows that women are paid 1p more than men.
- Female staff represent the majority of the workforce throughout the landscape of the job families, with the exception of Senior Managers.
- Gender pay analysis for Agenda for Change has a gender pay gap of -£0.94 monetary variance and -5.21 per cent. This figure shows that women (84.98 per cent staff) are earning more than men (15.02 per cent).
- Gender pay analysis for Hospital, Medical and Dental has a gender pay gap of £3.73 monetary variance and 9.51 per cent. This figure shows that men (46.18 per cent) are earning more than women (53.82 per cent).
- Gender pay analysis for Senior Managers has a gender pay gap of £0.07 monetary variance and 0.12 per cent. This figure shows that male (52.38 per cent) and women (47.62 per cent) has little pay difference, with men earning £0.07 more than women.

Table 4 shows the decreasing overall gender pay gap from 2017 to 2025 in NHS Grampian from 24.01% to 14.74%. The data also shows a narrowing of the gender pay gap within staff groups and a continuous increase in favour for female staff.

Table 4. Gender Pay Gap from 2017 to 2025

	2017	2019	2021	2023	2025
Agenda for Change	-1.76%	-3.30%	-4.04%	-3.42%	-5.21%
Dental and Medical	14.43%	10.71%	10.28%	9.10%	9.51%
Senior Managers	13.14%	7.90%	5.93%	0.60%	0.12%
NHS Grampian	24.01%	20.15%	16.86%	13.69%	14.74%

Staff employed under the Agenda for Change Pay, Terms and Conditions are recruited into a post with a confirmed AFC pay band, based on skills and responsibility demands of the post, as assigned through the application of the NHS

Job Evaluation Scheme. As such, all employees aligned to the same post/job description will be paid, regardless of gender, according to the evaluated band outcome of the post.

It is important to note that each AfC pay band consists of a number of incremental points and incremental progression applies on an annual basis. Whilst there are annual incremental movement through the pay band, many points on the pay band have the same salary, therefore an annual increment does not automatically produce an increase in pay. A factor that may directly influence a pay gap is the commencing salary and length of service in grade within the job family.

The Dental and Medical staff progress incrementally on their pay scales in a similar way to AFC staff. As such, commencing salary, length of service in grade and timing of each employee's annual incremental date are strong contributory factors on this pay gap.

Overall, NHS Grampian reports a positive position and reducing the gender pay gap. However, in 2024 there is a noted increase of 1.05 per cent pay gap.

The report on pay gap helps NHS Grampian understand the size of and causes in pay gaps. Having a pay gap doesn't necessarily mean that unlawful discrimination is happening but monitoring helps NHS Grampian understand the reasons for any gap and consider whether there is a need to develop action plans to address them.

By continuing to publish and monitor the gender pay gap, in line with the regulations, it will help NHS Grampian monitor how effective our actions are in reducing it.

4 Occupational Segregation by Disability

Occupational Segregation by Disability - NHS Grampian Staff Summary 2025		
Medical Condition/Disability in the Last 12 Months	Total No. of Employments	Average Basic Hourly Rate
Don't Know	1233	£20.65
No	19946	£21.03
Prefer not to say	5105	£19.27
Yes	156	£19.80
Grand Total	26440	£20.67

Appendix IV shows the occupational segregation by disability for Agenda for Change, Hospital and Dental and Senior Managers.

- Only 0.59 per cent of staff disclosed a disability representing 156 staff.
- The Disability Pay Gap for NHS Grampian is 5.85 per cent and £1.23 monetary difference.

National data on disability pay gap showed that:

- The disability pay gap is reported as a median disability pay gap.
- The median disability pay gap is calculated as median hourly pay of non-disabled employees minus median hourly pay of disabled employees expressed as a percentage of median hourly pay of non-disabled employees.
- The UK data in 2023 from the [Office of National Statistics](#) showed that pay gap between disabled and non-disabled employees was 12.7 per cent, with a median hourly pay of £15.69 for non-disabled employees and £13.69 for disabled employees.
- The Scotland data in 2021 from the [Office of National Statistics](#) showed the disability pay gap with disabled employees' median pay (£11.54 per hour) 18.5 per cent less than non-disabled employees (£14.16 per hour). Scotland had the largest disability pay gap of UK countries, compared to England, Northern Ireland and Wales.
- Another publication from the Scottish Government "[Labour Market Statistics for Scotland by Disability: January to December 2022](#)" reported that the median hourly pay for non-disabled employees has been steadily increasing since 2014 to £12.63 in 2019. Similarly, the median hourly pay for disabled employees has increased since 2014 to £10.58 in 2019.
- In 2019, the median disability pay gap was 16.2 per cent.

5 Occupational Segregation by Ethnicity

Occupational Segregation by Ethnicity - NHS Grampian Staff Summary 2025		
Ethnic Category	Total No. of Employments	Average Basic Hourly Rate
African - African, African Scottish or African British	558	£17.97
African - Other	397	£15.85
Asian - Bangladeshi, Bangladeshi Scottish or Bangladeshi British	46	£19.67
Asian - Chinese, Chinese Scottish or Chinese British	137	£24.39
Asian - Indian, Indian Scottish or Indian British	789	£23.87
Asian - Other	495	£17.82
Asian - Pakistani, Pakistani Scottish or Pakistani British	164	£24.67
Caribbean or Black	2	£17.66
Caribbean or Black - Black, Black Scottish or Black British	17	£16.43
Caribbean or Black - Caribbean, Caribbean Scottish or Caribbean British	30	£20.15
Caribbean or Black - Other	50	£22.36
Don't Know	1830	£19.52
Mixed or Multiple Ethnic Group	168	£21.57
Other Ethnic Group - Arab, Arab Scottish or Arab British	35	£20.51
Other Ethnic Group - Other	129	£26.40
Prefer not to say	5433	£20.23
White - Gypsy Traveller	12	£14.56
White - Irish	284	£22.48
White - Other	1111	£20.41
White - Other British	2312	£23.92
White - Polish	82	£16.37
White - Scottish	12359	£20.46
Grand Total	26440	£20.67

The Scottish Government publication [“Analysis of Labour Market Outcomes of Scotland’s Minority Ethnic Population”](#) reported the following:

- On average, minority ethnic workers in Scotland earn less than white workers. This is reflected in Scotland’s persistent ethnicity pay gap. There has been no sustained progress in reducing this pay gap over recent years.
- The ethnicity pay gap is calculated as the difference between the median hourly rate of pay of white employees and the median hourly rate of pay of minority ethnic employees expressed as a percentage of white employees’ median pay. The ethnicity pay gap is a useful indicator of pay inequality in the labour market. There has been a persistent ethnicity pay gap in Scotland.
- Latest published estimates show that Scotland’s ethnicity pay gap was estimated to be 10.3% in 2019. This means that for every £1 that a white

employee earned in 2019, a minority ethnic employee earned £0.90 on average. The pay gap in 2019 was estimated to be similar to 2018 and 2017 (both 10.2%).

- The employment rate of Scotland's minority ethnic population is consistently lower than the employment rate of the white population. The ethnicity employment rate gap – which shows the difference in these employment rates – was estimated to be 11.7 percentage points in 2021.
- In 2021, around one third (33.9%) of all minority ethnic employment in Scotland was concentrated in the Public Administration, Education & Health sector. The Distribution, Hotels & Restaurants sector was the second largest employer of minority ethnic workers (23.3% of all minority ethnic employment in 2021).

6 Comment and Feedback

Please send your comments and feedback by:

Email: gram.equalitydiversity@nhs.scot

By post: Equality and Diversity,
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7 Acknowledgements

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April 2025

Appendix I. Gender Pay Gap Analysis for Agenda for Change Staff

Gender Pay Gap analysis - hourly rate comparison - Agenda for Change staff - 2025											
		Female			Male			Total			
Job Family	Band	Count of Gender	Gender Count % of Job Family	Average Hourly Rate	Count of Gender	Gender Count % of Job Family	Average Hourly Rate	Monetary Variance M to F £	Monetary Variance M to F %	Total Count of Gender	Total Average Hourly Rate
ADMINISTRATIVE SERVICES	Band 2	645	21.00%	£13.60	83	2.70%	£13.49	-£0.12	-0.86%	728	£13.59
ADMINISTRATIVE SERVICES	Band 3	593	19.30%	£14.79	53	1.73%	£14.51	-£0.28	-1.95%	646	£14.77
ADMINISTRATIVE SERVICES	Band 4	693	22.56%	£16.08	59	1.92%	£15.81	-£0.27	-1.71%	752	£16.06
ADMINISTRATIVE SERVICES	Band 5	191	6.22%	£19.16	50	1.63%	£19.06	-£0.10	-0.53%	241	£19.14
ADMINISTRATIVE SERVICES	Band 6	159	5.18%	£23.37	89	2.90%	£23.55	£0.19	0.79%	248	£23.44
ADMINISTRATIVE SERVICES	Band 7	133	4.33%	£27.63	50	1.63%	£27.81	£0.18	0.63%	183	£27.68
ADMINISTRATIVE SERVICES	Band 8A	79	2.57%	£32.39	35	1.14%	£32.16	-£0.23	-0.72%	114	£32.32
ADMINISTRATIVE SERVICES	Band 8B	36	1.17%	£37.86	23	0.75%	£38.58	£0.72	1.86%	59	£38.14
ADMINISTRATIVE SERVICES	Band 8C	50	1.63%	£44.77	15	0.49%	£45.33	£0.56	1.24%	65	£44.90
ADMINISTRATIVE SERVICES	Band 8D	17	0.55%	£52.63	17	0.55%	£53.02	£0.39	0.74%	34	£52.83
ADMINISTRATIVE SERVICES	Band 9				2	0.07%	£63.67			2	£63.67
ADMINISTRATIVE SERVICES Total		2596	84.51%	£18.03	476	15.49%	£23.07	£5.05	21.87%	3072	£18.81
ALLIED HEALTH PROFESSION	Band 2	3	0.18%	£13.87	1	0.06%	£13.87	£0.00	0.00%	4	£13.87
ALLIED HEALTH PROFESSION	Band 3	148	9.07%	£14.85	14	0.86%	£14.64	-£0.22	-1.47%	162	£14.83
ALLIED HEALTH PROFESSION	Band 4	85	5.21%	£15.79	10	0.61%	£16.02	£0.23	1.41%	95	£15.82
ALLIED HEALTH PROFESSION	Band 5	153	9.38%	£17.16	26	1.59%	£17.09	-£0.07	-0.40%	179	£17.15
ALLIED HEALTH PROFESSION	Band 6	502	30.76%	£23.66	63	3.86%	£22.57	-£1.09	-4.85%	565	£23.54
ALLIED HEALTH PROFESSION	Band 7	431	26.41%	£28.11	41	2.51%	£27.20	-£0.91	-3.35%	472	£28.03
ALLIED HEALTH PROFESSION	Band 8A	131	8.03%	£32.56	9	0.55%	£31.99	-£0.57	-1.79%	140	£32.53
ALLIED HEALTH PROFESSION	Band 8B	10	0.61%	£38.59	2	0.12%	£38.08	-£0.51	-1.35%	12	£38.50
ALLIED HEALTH PROFESSION	Band 8C	2	0.12%	£45.02						2	£45.02
ALLIED HEALTH PROFESSION	Band 8D	1	0.06%	£53.80						1	£53.80
ALLIED HEALTH PROFESSION Total		1466	89.83%	£23.87	166	10.17%	£22.44	-£1.44	-6.40%	1632	£23.73
DENTAL SUPPORT	Band 2	3	1.23%	£13.87						3	£13.87
DENTAL SUPPORT	Band 3	22	9.02%	£14.93						22	£14.93

DENTAL SUPPORT	Band 4	159	65.16%	£16.23	4	1.64%	£16.08	£-0.15	-0.92%	163	£16.23
DENTAL SUPPORT	Band 5	29	11.89%	£19.29		0.00%				29	£19.29
DENTAL SUPPORT	Band 6	18	7.38%	£22.60						18	£22.60
DENTAL SUPPORT	Band 7	4	1.64%	£27.59	3	1.23%	£26.25	£-1.34	-5.10%	7	£27.02
DENTAL SUPPORT	Band 8B	1	0.41%	£36.79	1	0.41%	£36.79	£0.00	0.00%	2	£36.79
DENTAL SUPPORT Total		236	96.72%	£17.22	8	3.28%	£22.49	£5.27	23.41%	244	£17.39
HEALTHCARE SCIENCES	Band 2	76	10.75%	£13.44	34	4.81%	£13.39	£-0.05	-0.38%	110	£13.42
HEALTHCARE SCIENCES	Band 3	56	7.92%	£14.89	59	8.35%	£14.90	£0.01	0.05%	115	£14.90
HEALTHCARE SCIENCES	Band 4	45	6.36%	£15.83	28	3.96%	£15.61	£-0.22	-1.40%	73	£15.74
HEALTHCARE SCIENCES	Band 5	47	6.65%	£18.20	19	2.69%	£18.64	£0.44	2.36%	66	£18.32
HEALTHCARE SCIENCES	Band 6	106	14.99%	£23.44	44	6.22%	£23.61	£0.17	0.72%	150	£23.49
HEALTHCARE SCIENCES	Band 7	81	11.46%	£27.78	23	3.25%	£28.15	£0.37	1.32%	104	£27.86
HEALTHCARE SCIENCES	Band 8A	37	5.23%	£32.44	10	1.41%	£33.15	£0.71	2.14%	47	£32.59
HEALTHCARE SCIENCES	Band 8B	15	2.12%	£38.16	6	0.85%	£38.08	£-0.09	-0.22%	21	£38.14
HEALTHCARE SCIENCES	Band 8C	3	0.42%	£46.58	4	0.57%	£45.80	£-0.78	-1.71%	7	£46.13
HEALTHCARE SCIENCES	Band 8D	7	0.99%	£52.54	5	0.71%	£53.80	£1.26	2.35%	12	£53.06
HEALTHCARE SCIENCES	Band 9	1	0.14%	£61.02	1	0.14%	£63.67	£2.64	4.15%	2	£62.35
HEALTHCARE SCIENCES Total		474	67.04%	£22.15	233	32.96%	£20.98	£-1.17	-5.59%	707	£21.76
MEDICAL SUPPORT	Band 2	7	4.38%	£13.87	2	1.25%	£13.87	£0.00	0.00%	9	£13.87
MEDICAL SUPPORT	Band 3	5	3.13%	£15.03	2	1.25%	£15.03	£0.00	0.00%	7	£15.03
MEDICAL SUPPORT	Band 4	5	3.13%	£16.15		0.00%				5	£16.15
MEDICAL SUPPORT	Band 5	48	30.00%	£16.88	12	7.50%	£16.77	£-0.11	-0.68%	60	£16.86
MEDICAL SUPPORT	Band 6	11	6.88%	£22.41	6	3.75%	£23.10	£0.69	2.97%	17	£22.66
MEDICAL SUPPORT	Band 7	53	33.13%	£27.46	6	3.75%	£27.15	£-0.31	-1.14%	59	£27.42
MEDICAL SUPPORT	Band 8A	3	1.88%	£32.82						3	£32.82
MEDICAL SUPPORT Total		132	82.50%	£21.69	28	17.50%	£20.02	£-1.68	-8.37%	160	£21.40
NURSING/MIDWIFERY	Band 2	2303	16.71%	£13.32	460	3.34%	£13.26	£-0.06	-0.48%	2763	£13.31
NURSING/MIDWIFERY	Band 3	2233	16.20%	£14.75	352	2.55%	£14.54	£-0.22	-1.49%	2585	£14.73
NURSING/MIDWIFERY	Band 4	227	1.65%	£15.71	26	0.19%	£15.47	£-0.24	-1.56%	253	£15.69
NURSING/MIDWIFERY	Band 5	4760	34.53%	£19.38	328	2.38%	£18.75	£-0.63	-3.35%	5088	£19.34
NURSING/MIDWIFERY	Band 5	18	0.13%	£18.87	3	0.02%	£19.16	£0.30	1.55%	21	£18.91
NURSING/MIDWIFERY	Band 6	1658	12.03%	£23.24	83	0.60%	£22.46	£-0.78	-3.48%	1741	£23.20
NURSING/MIDWIFERY	Band 7	1046	7.59%	£27.81	85	0.62%	£28.25	£0.44	1.56%	1131	£27.84
NURSING/MIDWIFERY	Band 8A	114	0.83%	£32.10	18	0.13%	£31.99	£-0.11	-0.34%	132	£32.08

NURSING/MIDWIFERY	Band 8B	43	0.31%	£37.99	3	0.02%	£38.50	£0.52	1.34%	46	£38.02
NURSING/MIDWIFERY	Band 8C	16	0.12%	£45.21	1	0.01%	£43.45	-£1.76	-4.05%	17	£45.11
NURSING/MIDWIFERY	Band 8D	8	0.06%	£52.14	1	0.01%	£53.80	£1.66	3.08%	9	£52.33
NURSING/MIDWIFERY Total		12426	90.13%	£18.82	1360	9.87%	£16.82	-£1.99	-11.86%	13786	£18.62
OTHER THERAPEUTIC	Band 2	44	5.60%	£13.62	8	1.02%	£13.32	-£0.30	-2.25%	52	£13.58
OTHER THERAPEUTIC	Band 3	20	2.54%	£14.53	2	0.25%	£13.93	-£0.61	-4.36%	22	£14.48
OTHER THERAPEUTIC	Band 4	22	2.80%	£15.23	6	0.76%	£15.15	-£0.08	-0.50%	28	£15.21
OTHER THERAPEUTIC	Band 5	119	15.14%	£18.66	13	1.65%	£18.44	-£0.21	-1.16%	132	£18.64
OTHER THERAPEUTIC	Band 6	69	8.78%	£21.97	12	1.53%	£21.44	-£0.53	-2.49%	81	£21.90
OTHER THERAPEUTIC	Band 7	134	17.05%	£26.80	27	3.44%	£26.18	-£0.62	-2.39%	161	£26.70
OTHER THERAPEUTIC	Band 8A	148	18.83%	£32.20	21	2.67%	£31.87	-£0.33	-1.04%	169	£32.16
OTHER THERAPEUTIC	Band 8B	82	10.43%	£38.11	13	1.65%	£37.78	-£0.33	-0.87%	95	£38.06
OTHER THERAPEUTIC	Band 8C	24	3.05%	£45.41	10	1.27%	£46.58	£1.17	2.52%	34	£45.75
OTHER THERAPEUTIC	Band 8D	5	0.64%	£52.03	5	0.64%	£53.36	£1.33	2.48%	10	£52.70
OTHER THERAPEUTIC	Band 9				2	0.25%	£62.35			2	£62.35
OTHER THERAPEUTIC Total		667	84.86%	£26.68	119	15.14%	£28.97	£2.29	7.90%	786	£27.02
PERSONAL AND SOCIAL CARE	Band 3				1	1.32%	£15.03			1	£15.03
PERSONAL AND SOCIAL CARE	Band 4	13	17.11%	£16.21	1	1.32%	£16.42	£0.20	1.24%	14	£16.23
PERSONAL AND SOCIAL CARE	Band 5	8	10.53%	£19.21	1	1.32%	£16.53	-£2.68	-16.23%	9	£18.91
PERSONAL AND SOCIAL CARE	Band 6	19	25.00%	£23.69	6	7.89%	£23.25	-£0.44	-1.87%	25	£23.58
PERSONAL AND SOCIAL CARE	Band 7	20	26.32%	£28.01	1	1.32%	£25.29	-£2.73	-10.78%	21	£27.88
PERSONAL AND SOCIAL CARE	Band 8A	3	3.95%	£31.16						3	£31.16
PERSONAL AND SOCIAL CARE	Band 8B	1	1.32%	£36.79	2	2.63%	£36.79	£0.00	0.00%	3	£36.79
PERSONAL AND SOCIAL CARE Total		64	84.21%	£23.52	12	15.79%	£23.86	£0.35	1.45%	76	£23.57
SUPPORT SERVICES	Band 2	1922	58.22%	£13.66	853	25.84%	£13.64	-£0.02	-0.12%	2775	£13.66
SUPPORT SERVICES	Band 3	170	5.15%	£14.85	124	3.76%	£14.46	-£0.38	-2.66%	294	£14.68
SUPPORT SERVICES	Band 4	9	0.27%	£15.39	82	2.48%	£16.17	£0.79	4.87%	91	£16.10
SUPPORT SERVICES	Band 5	12	0.36%	£19.00	59	1.79%	£19.59	£0.59	3.01%	71	£19.49
SUPPORT SERVICES	Band 6	10	0.30%	£23.04	21	0.64%	£23.66	£0.62	2.62%	31	£23.46
SUPPORT SERVICES	Band 7	4	0.12%	£26.80	19	0.58%	£27.11	£0.31	1.15%	23	£27.06
SUPPORT SERVICES	Band 8A	4	0.12%	£32.40	7	0.21%	£32.23	-£0.18	-0.55%	11	£32.29
SUPPORT SERVICES	Band 8B	3	0.09%	£38.50	1	0.03%	£39.36	£0.86	2.17%	4	£38.72
SUPPORT SERVICES	Band 8C				1	0.03%	£43.45			1	£43.45

SUPPORT SERVICES Total		2134	64.65%	£13.93	1167	35.35%	£14.77	£0.84	5.66%	3301	£14.23
Grand Total		20195	84.98%	£18.92	3569	15.02%	£17.98	-£0.94	-5.21%	23764	£18.78

Appendix II. Gender Pay Gap Analysis for Hospital Medical and Dental Staff.

Gender Pay Gap analysis hourly rate comparison - Hospital Medical & Dental staff - 2025										
	Female			Male			Total			
Job Family	Gender Count	Gender Count % of Job Family	Average of Basic Hourly Rate	Gender Count	Gender Count % of Job Family	Average of Basic Hourly Rate	Monetary Variance M to F £	Monetary Variance M to F %	Total Gender Count	Total Average Basic Hourly Rate
ASSOCIATE SPECIALIST	8	80.00%	£50.63	2	20.00%	£50.07	-£0.57	-1.13%	10	£50.52
CAREER START GP	4	80.00%	£44.07	1	20.00%	£44.07	£0.00	0.00%	5	£44.07
CLINICAL DIRECTOR	2	66.67%	£53.43	1	33.33%	£53.43	£0.00	0.00%	3	£53.43
CLINICAL FELLOW FH02	5	45.45%	£21.32	6	54.55%	£21.19	-£0.13	-0.63%	11	£21.25
CONSULTANT	278	45.06%	£59.68	339	54.94%	£61.29	£1.61	2.62%	617	£60.56
CT SPECIALTY REGISTRAR (LAT)	3	100.00%	£22.88						3	£22.88
CT SPECIALTY REGISTRAR (STRCT)	121	56.02%	£24.82	95	43.98%	£24.82	£0.00	-0.01%	216	£24.82
DENTAL OFFICER COMMUNITY	28	77.78%	£39.20	8	22.22%	£39.73	£0.53	1.33%	36	£39.32
FOUNDATION HOUSE OFFICER 1	180	63.60%	£16.62	103	36.40%	£16.60	-£0.01	-0.09%	283	£16.61
FOUNDATION HOUSE OFFICER 2	170	60.93%	£20.66	109	39.07%	£20.70	£0.04	0.21%	279	£20.68
G-DENS DENTIST	24	72.73%	£51.34	9	27.27%	£51.34	£0.00	0.00%	33	£51.34
GENERAL PRACTICE SPECIALTY TRAINEE	1	100.00%	£28.86						1	£28.86
GENERAL PRACTITIONER				1	100.00%				1	£50.00
GP APPRAISER	22	53.66%	£57.50	19	46.34%	£57.50	£0.00	0.00%	41	£57.50
GP WITH SPECIAL INTERESTS	2	33.33%	£58.77	4	66.67%	£58.77	£0.00	0.00%	6	£58.77
HOSPITAL PRACTITIONER	3	50.00%	£45.93	3	50.00%	£45.93	£0.00	0.00%	6	£45.93
LOC CONSULT AWAITING SPECIALIST REG				1	100.00%				1	£57.14
LOCUM APPT FOR SERVICE STR HIGHER	2	66.67%	£28.18	1	33.33%	£28.18	£0.00	0.00%	3	£28.18
LOCUM CLINICAL FELLOWS	1	100.00%	£28.18						1	£28.18
LOCUM CONSULTANT	22	30.99%	£55.95	49	69.01%	£59.05	£3.11	5.26%	71	£58.09

LOCUM CONSULTANT RETIRED				2	100.00%				2	£68.26
LOCUM FOUNDATION HOUSE OFFICER 1	6	60.00%	£17.58	4	40.00%	£17.58	£0.00	0.00%	10	£17.58
LOCUM FOUNDATION HOUSE OFFICER 2	17	68.00%	£21.86	8	32.00%	£21.86	£0.00	0.00%	25	£21.86
LOCUM SPECIALIST REGISTRAR	2	50.00%	£28.18	2	50.00%	£28.18	£0.00	0.00%	4	£28.18
LOCUM SPECIALITY DR	2	50.00%	£35.33	2	50.00%	£35.33	£0.00	0.00%	4	£35.33
LOCUM SPECIALTY REGISTRAR (STR)	51	56.04%	£28.18	40	43.96%	£28.18	£0.00	0.00%	91	£28.18
MEDICAL DIRECTOR	2	40.00%	£62.70	3	60.00%	£65.79	£3.09	4.69%	5	£64.55
OPHTHALMIC ADVISOR LEAD	1	100.00%	£60.76						1	£60.76
OUT OF HOURS SALARIED GP	29	60.42%	£65.18	19	39.58%	£65.18	£0.00	0.00%	48	£65.18
SALARIED 2C GP	2	66.67%	£47.26	1	33.33%	£47.26	£0.00	0.00%	3	£47.26
SALARIED GP	14	63.64%	£41.61	8	36.36%	£46.14	£4.52	9.80%	22	£43.26
SALARY GP WITH SPECIAL INTEREST	25	59.52%	£51.81	17	40.48%	£50.54	£-1.28	-2.53%	42	£51.30
SEN CLIN FELLOW (STR) TRAINING GAP	1	100.00%	£21.82						1	£21.82
SENIOR CLIN FELLOW (STR)	8	25.00%	£25.67	24	75.00%	£26.23	£0.56	2.15%	32	£26.09
SENIOR DENTAL OFFICER COMMUNITY	11	73.33%	£47.81	4	26.67%	£46.20	£-1.61	-3.49%	15	£47.38
SENIOR HOUSE OFFICER	6	60.00%	£23.87	4	40.00%	£25.21	£1.34	5.32%	10	£24.41
SESSIONAL GP	1	100.00%	£75.00						1	£75.00
SPECIALITY DOCTOR	87	63.04%	£37.41	51	36.96%	£36.39	£-1.02	-2.80%	138	£37.03
SPECIALTY REGISTRAR (STR)	276	49.64%	£28.89	280	50.36%	£29.17	£0.28	0.95%	556	£29.03
STR (LAT)	12	66.67%	£28.37	6	33.33%	£27.46	£-0.91	-3.32%	18	£28.06
Grand Total	1429	53.82%	£35.54	1226	46.18%	£39.27	£3.73	9.51%	2655	£37.26

Appendix III. Gender Pay Gap Analysis for Senior Managers

Gender Pay Gap analysis hourly rate comparison - Senior Managers - 2025										
	Female			Male			Total			
Job Family	Gender Count	Gender Count % of Job Family	Average of Basic Hourly Rate	Gender Count	Gender Count % of Job Family	Average of Basic Hourly Rate	Monetary Variance M to F £	Monetary Variance M to F %	Total Gender Count	Total Average Basic Hourly Rate
SENIOR MANAGER GRADE A	2	66.67%	£40.58	1	33.33%	£40.58	£0.00	0.00%	3	£40.58
SENIOR MANAGER GRADE B PROT				1	100.00%	£47.59			1	£47.59
SENIOR MANAGER GRADE D				4	100.00%	£52.44			4	£52.44
SENIOR MANAGER GRADE F	8	72.73%	£62.07	3	27.27%	£58.52	£-3.55	-6.07%	11	£61.10
SENIOR MANAGER GRADE G				1	100.00%	£82.23			1	£82.23
SENIOR MANAGER GRADE H				1	100.00%	£80.58			1	£80.58
Grand Total	10	47.62%	£57.77	11	52.38%	£57.84	£0.07	0.12%	21	£57.81

Appendix IV. Pay Gap on Occupational Segregation by Disability (Agenda for Change, Hospital and Dental Staff and Senior Managers)

Occupational Segregation by Disability - AFC Staff 2025			
Job Family	Medical Condition/Disability in the Last 12 Months	Total No. of Employments	Average Basic Hourly Rate
ADMINISTRATIVE SERVICES	Don't Know	115	£16.63
	No	2254	£19.09
	Prefer not to say	671	£18.35
	Yes	32	£16.49
ADMINISTRATIVE SERVICES Total		3072	£18.81
ALLIED HEALTH PROFESSION	Don't Know	61	£22.42
	No	1333	£23.91
	Prefer not to say	229	£23.12
	Yes	9	£21.26
ALLIED HEALTH PROFESSION Total		1632	£23.73
DENTAL SUPPORT	Don't Know	5	£15.89
	No	185	£17.57
	Prefer not to say	54	£16.93
DENTAL SUPPORT Total		244	£17.39
HEALTHCARE SCIENCES	Don't Know	25	£19.21
	No	569	£22.16
	Prefer not to say	109	£20.51
	Yes	4	£15.17
HEALTHCARE SCIENCES Total		707	£21.76
MEDICAL SUPPORT	Don't Know	7	£19.23
	No	113	£21.51
	Prefer not to say	39	£21.59
	Yes	1	£16.53
MEDICAL SUPPORT Total		160	£21.40
NURSING/MIDWIFERY	Don't Know	578	£17.01
	No	11019	£18.88
	Prefer not to say	2128	£17.78
	Yes	61	£16.83
NURSING/MIDWIFERY Total		13786	£18.62
OTHER THERAPEUTIC	Don't Know	26	£25.86
	No	645	£27.27
	Prefer not to say	103	£25.86
	Yes	12	£26.01
OTHER THERAPEUTIC Total		786	£27.02
PERSONAL AND SOCIAL CARE	Don't Know	4	£23.87
	No	53	£23.65
	Prefer not to say	18	£23.67
	Yes	1	£16.42
PERSONAL AND SOCIAL CARE Total		76	£23.57
SUPPORT SERVICES	Don't Know	185	£13.73

	No	2277	£14.30
	Prefer not to say	822	£14.16
	Yes	17	£13.75
SUPPORT SERVICES Total		3301	£14.23
Grand Total		23764	£18.78

Occupational Segregation by Disability - Hospital Medical & Dental staff - 2025		
Medical Condition/Disability in the Last 12 Months	Total No. of Employments	Average Basic Hourly Rate
Don't Know	225	£36.47
No	1482	£44.54
Prefer not to say	929	£25.85
Yes	19	£37.08
Grand Total	2655	£37.26

Occupational Segregation by Disability - Senior Managers - 2025		
Medical Condition/Disability in the Last 12 Months	Total No. of Employments	Average Basic Hourly Rate
Don't Know	2	£69.54
No	16	£56.22
Prefer not to say	3	£58.45
Grand Total	21	£57.81

Appendix V. Pay Gap on Occupational Segregation by Ethnicity (Agenda for Change, Hospital and Dental Staff and Senior Managers)

Occupational Segregation by Ethnicity - AFC Staff 2025			
Job Family	Ethnic Category	Total No. of Employments	Average Basic Hourly Rate
ADMINISTRATIVE SERVICES	African - African, African Scottish or African British	12	£18.23
	African - Other	19	£17.49
	Asian - Bangladeshi, Bangladeshi Scottish or Bangladeshi British	1	£13.93
	Asian - Chinese, Chinese Scottish or Chinese British	6	£23.87
	Asian - Indian, Indian Scottish or Indian British	46	£19.06
	Asian - Other	14	£17.26
	Asian - Pakistani, Pakistani Scottish or Pakistani British	5	£16.38
	Caribbean or Black - Black, Black Scottish or Black British	1	£13.93
	Caribbean or Black - Other	1	£20.60
	Don't Know	228	£16.35
	Mixed or Multiple Ethnic Group	16	£19.67
	Other Ethnic Group - Other	3	£18.08
	Prefer not to say	868	£18.73
	White - Irish	7	£23.23
	White - Other	76	£18.37
	White - Other British	217	£21.00
	White - Polish	13	£14.62
	White - Scottish	1539	£18.96
ADMINISTRATIVE SERVICES Total		3072	£18.81
ALLIED HEALTH PROFESSION	African - African, African Scottish or African British	5	£16.30
	African - Other	14	£21.55
	Asian - Bangladeshi, Bangladeshi Scottish or Bangladeshi British	1	£20.60
	Asian - Chinese, Chinese Scottish or Chinese British	6	£20.88
	Asian - Indian, Indian Scottish or Indian British	19	£21.00
	Asian - Other	12	£21.83
	Asian - Pakistani, Pakistani Scottish or Pakistani British	2	£25.29
	Caribbean or Black - Black, Black Scottish or Black British	1	£16.53
	Caribbean or Black - Other	3	£18.94
	Don't Know	77	£21.77
	Mixed or Multiple Ethnic Group	2	£25.05
	Other Ethnic Group - Other	4	£21.04
	Prefer not to say	311	£23.99
	White - Irish	51	£22.60
	White - Other	47	£22.49
	White - Other British	189	£24.78
	White - Polish	2	£15.81
	White - Scottish	886	£23.94

ALLIED HEALTH PROFESSION Total		1632	£23.73
DENTAL SUPPORT	African - African, African Scottish or African British	3	£15.49
	Don't Know	10	£16.58
	Prefer not to say	80	£17.10
	White - Other	6	£17.61
	White - Other British	13	£18.43
	White - Polish	2	£15.75
	White - Scottish	130	£17.59
DENTAL SUPPORT Total		244	£17.39
HEALTHCARE SCIENCES	African - African, African Scottish or African British	16	£15.75
	African - Other	6	£14.91
	Asian - Bangladeshi, Bangladeshi Scottish or Bangladeshi British	1	£25.21
	Asian - Indian, Indian Scottish or Indian British	35	£19.57
	Asian - Other	16	£17.58
	Asian - Pakistani, Pakistani Scottish or Pakistani British	4	£20.87
	Caribbean or Black - Black, Black Scottish or Black British	1	£12.78
	Caribbean or Black - Caribbean, Caribbean Scottish or Caribbean British	3	£13.89
	Don't Know	30	£18.44
	Mixed or Multiple Ethnic Group	8	£18.22
	Other Ethnic Group - Arab, Arab Scottish or Arab British	2	£12.78
	Other Ethnic Group - Other	4	£17.79
	Prefer not to say	173	£23.39
	White - Gypsy Traveller	1	£13.87
	White - Irish	10	£26.10
	White - Other	38	£18.19
	White - Other British	44	£22.65
	White - Polish	2	£20.87
	White - Scottish	313	£22.58
HEALTHCARE SCIENCES Total		707	£21.76
MEDICAL SUPPORT	African - African, African Scottish or African British	4	£24.34
	African - Other	5	£22.78
	Asian - Chinese, Chinese Scottish or Chinese British	1	£20.60
	Asian - Indian, Indian Scottish or Indian British	7	£23.58
	Asian - Other	1	£16.53
	Caribbean or Black - Black, Black Scottish or Black British	1	£20.69
	Don't Know	16	£19.71
	Other Ethnic Group - Arab, Arab Scottish or Arab British	1	£26.25
	Prefer not to say	46	£22.89
	White - Irish	1	£26.25
	White - Other	8	£20.19

	White - Other British	12	£22.41
	White - Scottish	57	£19.98
MEDICAL SUPPORT Total		160	£21.40
NURSING/MIDWIFERY	African - African, African Scottish or African British	400	£16.36
	African - Other	335	£14.82
	Asian - Bangladeshi, Bangladeshi Scottish or Bangladeshi British	15	£13.30
	Asian - Chinese, Chinese Scottish or Chinese British	25	£16.40
	Asian - Indian, Indian Scottish or Indian British	328	£17.86
	Asian - Other	233	£16.15
	Asian - Pakistani, Pakistani Scottish or Pakistani British	44	£13.64
	Caribbean or Black	2	£17.66
	Caribbean or Black - Black, Black Scottish or Black British	9	£15.40
	Caribbean or Black - Caribbean, Caribbean Scottish or Caribbean British	21	£18.69
	Caribbean or Black - Other	16	£14.73
	Don't Know	842	£16.42
	Mixed or Multiple Ethnic Group	70	£16.87
	Other Ethnic Group - Arab, Arab Scottish or Arab British	17	£14.65
	Other Ethnic Group - Other	30	£16.46
	Prefer not to say	2452	£19.10
	White - Gypsy Traveller	3	£15.77
	White - Irish	150	£18.79
	White - Other	463	£16.46
	White - Other British	995	£19.94
	White - Polish	38	£14.58
	White - Scottish	7298	£19.20
NURSING/MIDWIFERY Total		13786	£18.62
OTHER THERAPEUTIC	African - African, African Scottish or African British	10	£27.55
	African - Other	1	£25.29
	Asian - Bangladeshi, Bangladeshi Scottish or Bangladeshi British	2	£20.91
	Asian - Chinese, Chinese Scottish or Chinese British	2	£22.97
	Asian - Indian, Indian Scottish or Indian British	7	£24.20
	Asian - Other	7	£17.97
	Asian - Pakistani, Pakistani Scottish or Pakistani British	6	£21.57
	Don't Know	37	£24.75
	Mixed or Multiple Ethnic Group	8	£25.76
	Other Ethnic Group - Arab, Arab Scottish or Arab British	2	£31.16
	Other Ethnic Group - Other	4	£21.05
	Prefer not to say	116	£28.38
	White - Gypsy Traveller	1	£16.42
	White - Irish	20	£29.69

	White - Other	45	£26.66
	White - Other British	89	£29.80
	White - Polish	6	£18.20
	White - Scottish	423	£26.70
OTHER THERAPEUTIC Total		786	£27.02
PERSONAL AND SOCIAL CARE	African - Other	1	£20.69
	Asian - Indian, Indian Scottish or Indian British	1	£25.29
	Don't Know	8	£22.81
	Prefer not to say	21	£24.34
	White - Other	3	£19.57
	White - Other British	10	£26.45
	White - Scottish	32	£22.77
PERSONAL AND SOCIAL CARE Total		76	£23.57
SUPPORT SERVICES	African - African, African Scottish or African British	48	£13.47
	African - Other	7	£13.11
	Asian - Bangladeshi, Bangladeshi Scottish or Bangladeshi British	10	£13.65
	Asian - Chinese, Chinese Scottish or Chinese British	4	£13.32
	Asian - Indian, Indian Scottish or Indian British	127	£13.96
	Asian - Other	137	£13.98
	Asian - Pakistani, Pakistani Scottish or Pakistani British	3	£13.87
	Caribbean or Black - Black, Black Scottish or Black British	2	£12.78
	Caribbean or Black - Caribbean, Caribbean Scottish or Caribbean British	3	£13.87
	Don't Know	258	£13.71
	Mixed or Multiple Ethnic Group	5	£13.87
	Other Ethnic Group - Other	25	£13.74
	Prefer not to say	1067	£14.37
	White - Gypsy Traveller	7	£13.87
	White - Irish	1	£12.78
	White - Other	234	£13.82
	White - Other British	132	£14.63
	White - Polish	14	£13.80
	White - Scottish	1217	£14.37
SUPPORT SERVICES Total		3301	£14.23
Grand Total		23764	£18.78

Occupational Segregation by Ethnicity - Hospital Medical & Dental staff - 2025

Ethnic Category	Total No. of Employments	Average Basic Hourly Rate
African - African, African Scottish or African British	60	£31.09
African - Other	9	£39.18
Asian - Bangladeshi, Bangladeshi Scottish or Bangladeshi British	16	£29.21
Asian - Chinese, Chinese Scottish or Chinese British	93	£27.35
Asian - Indian, Indian Scottish or Indian British	219	£40.57
Asian - Other	75	£29.54
Asian - Pakistani, Pakistani Scottish or Pakistani British	100	£30.59
Caribbean or Black - Black, Black Scottish or Black British	2	£25.58
Caribbean or Black - Caribbean, Caribbean Scottish or Caribbean British	3	£42.90
Caribbean or Black - Other	30	£26.84
Don't Know	320	£33.08
Mixed or Multiple Ethnic Group	59	£28.09
Other Ethnic Group - Arab, Arab Scottish or Arab British	13	£27.29
Other Ethnic Group - Other	59	£38.54
Prefer not to say	297	£45.89
White - Irish	44	£30.87
White - Other	191	£37.44
White - Other British	606	£32.30
White - Polish	5	£38.24
White - Scottish	454	£47.99
Grand Total	2655	£37.26

Occupational Segregation by Ethnicity - Senior Managers 2025

Ethnic Category	Total No. of Employments	Average Basic Hourly Rate
Don't Know	4	£60.51
Prefer not to say	2	£47.64
White - Other British	5	£60.06
White - Scottish	10	£57.64
Grand Total	21	£57.81