

Equal pay audit
31 March 2018 and 31 March 2019

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Introduction

The Equality and Human Rights Commission recommends equal pay reviews as the most appropriate method of ensuring that a pay system delivers equal pay free from bias. The aim of an equal pay review is to identify pay gaps between men and women doing equal work or work of equal value.

The **Equality Act 2010** gives women (and men) a right to equal pay for equal work. It is well recognised that equal pay cannot be achieved through legislation alone. Employers are ultimately responsible for ensuring that their pay systems are free from bias.

This is NHS Health Scotland's fourth Equal Pay Audit. It will assist us in meeting the requirements of the Public Sector Equality Duties, and the Equality Act 2010 (Specific Duties) (Scotland) Regulations 2012, as well as our equal pay statement 2019.

This equal pay audit is an analysis of NHS Health Scotland's pay and human resources (HR) data to identify and explain any significant¹ pay differences among men and women. The data in this equal pay audit were taken as at 31 March 2018 (Appendix A) and 31 March 2019 (Appendix B).

The Information Commissioner's Office recommends we don't publish data for categories that have fewer than 10 people in them. This eliminates the risk that we publish information that can be linked to a single individual.

¹ The term significant in this context refers to gaps of more than 5%.

Gender and equal pay

We have used the NHS Agenda for Change (AfC) pay bands in undertaking our analyses (with the exception of executive, senior management and consultant posts) and the information used is as at 31 March 2018 and 31 March 2019.

The initial analysis of our workforce across pay bands indicates that the gender pay gap on 31 March 2019 is 10.06%.

This information is further broken down in **Table 10** in Appendix B and shows the majority of variations are within the 5% margin with the exception of band 4 and the executive and consultant staff categories. Comparative year figures can be found in **Table 3** of Appendix A.

Ethnicity and equal pay

We also compared average earnings by ethnicity. The ethnicity pay gap is 22.57%. Information on the average pay and length of service has been shown in **Tables 12** and **13** in Appendix B, while comparative year figures can be found in **Table 6** in Appendix A.

Disability and equal pay

We undertook a comparison of average earnings by disability. The disability gap is 3.74%. Information on the average pay and length of service has been shown in **Tables 14** and **15** in Appendix B, while comparative year figures can be found in **Table 9**.

Appendix A: Equal pay audit data tables as at 31 March 2018

Table 1: Pay and gender

Pay band	Men	Women	Pay difference, men vs. women
2	N/A	N/A	No comparative data
3	£**	£9.94	5.34%
4	£**	£11.78	-1.36%
5	£13.81	£14.66	-5.81%
6	£	£18.30	-3.93%
7	£	£21.81	-4.16%
8A	£**	£23.90	3.32%
8B	£**	£**	15.88%
8C	£**	£**	6.75%
8D	£**	N/A	No comparative data
Executive, senior manager and consultant (non-AfC pay scales)	£**	£**	11.61%
Average	£21.63	£18.76	14.21%

**data redacted as 10 or less employees in this category.

Table 2: Pay and length of service

Pay band	Men	Women	Service difference (years), men vs. women
2	N/A	N/A	No comparative data
3	**	3.67	-0.94
4	**	3.50	0.45
5	**	6.49	-2.04
6	6.93	5.87	1.06
7	6.63	8.13	-1.50
8A	**	9.73	-2.35
8B	**	**	-0.17
8C	**	**	-3.99
8D	**	N/A	No comparative data
Executive, senior manager and consultant (non-AfC pay scales)	**	**	-4.18
Average	6.49	6.92	-0.43

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Table 3: Annual comparison of pay difference (%) for gender

Year	Pay difference, men vs. women
2019	10.06%
2018	14.21%
2017	16.11%
2016	16.71%
2015	16.43%
2014	18.54%
2013	20.32%

Table 4: Pay and ethnicity

Pay band	Non-Black Minority Ethnic Origin (NBME)	Black Minority Ethnic Origin (BME)	Declined/unknown	Pay difference, NBME vs. BME
2	N/A	N/A	N/A	N/A
3	£9.56	£**	£**	-6.75%
4	£11.77	£**	£**	3.71%
5	£14.61	£**	£**	10.60%
6	£18.15	£**	£**	9.20%
7	£21.74	£**	N/A	14.43%
8A	£23.71	£**	N/A	-6.21%
8B	£**	N/A	N/A	No comparative data
8C	£**	N/A	N/A	No comparative data
8D	£**	N/A	N/A	No comparative data
Executive, senior manager and consultant (non-AfC pay scales)	£**	N/A	N/A	No comparative data
Average	£19.70	£16.29	£19.74	18.94%

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Table 5: Length of service and ethnicity

Pay band	Non-Black Minority Ethnic Origin (NBME)	Black Minority Ethnic Origin (BME)	Declined/unknown	Service difference (years), NBME vs. BME
2	N/A	N/A	N/A	N/A
3	2.52	**	**	0.99
4	3.73	**	**	3.23

Pay band	Non-Black Minority Ethnic Origin (NBME)	Black Minority Ethnic Origin (BME)	Declined/unknown	Service difference (years), NBME vs. BME
5	6.33	**	**	5.17
6	6.14	**	**	1.09
7	7.89	**	N/A	4.41
8A	9.19	**	N/A	-0.23
8B	**	N/A	N/A	No comparative data
8C	**	N/A	N/A	No comparative data
8D	**	N/A	N/A	No comparative data
Executive, senior manager and consultant (non-AfC pay scales)	**	N/A	**	No comparative data
Average	6.25	3.52	8.64	2.01

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Table 6: Annual comparison of pay difference (%) for ethnicity

Year	Pay difference
2019	22.57%
2018	18.94%
2017	17.80%
2016	10.50%
2015	2.86%
2014	9.76%
2013	16.52%

Table 7: Pay and disability

Pay band	No disability (ND)	Disability (D)	Declined/unknown	Pay difference, ND vs. D
2	N/A	N/A	N/A	N/A
3	£9.54	£**	£**	-13.76%
4	£**	£**	£**	3.79%
5	£14.58	£**	£**	6.26%
6	£18.19	£**	£**	5.65%
7	£21.61	£**	£**	-6.09%
8A	£23.96	N/A	N/A	No comparative data
8B	£**	N/A	N/A	No comparative data
8C	£**	N/A	N/A	No comparative data
8D	£**	N/A	N/A	No comparative data
Average	£19.58	£18.12	£20.12	-7.11%

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Table 8: Length of service and disability

Pay band	No disability (ND)	Disability (D)	Declined/unknown	Service difference (years), ND vs. D
2	N/A	N/A	N/A	N/A
3	2.40	**	3.47	-19.85
4	3.65	**	4.58	2.87
5	5.83	**	5.52	3.12
6	6.26	**	6.80	2.06
7	7.84	**	7.84	1.95
8A	8.97	**	9.42	No comparative data
8B	**	**	**	No comparative data
8C	**	N/A	**	No comparative data
8D	**	N/A	N/A	No comparative data
Average	7.49	7.59	7.66	-0.10

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Table 9: Annual comparison of pay difference (%) for disability

Year	Pay difference, (ND vs. D)
2019	3.74%
2018	-7.11%
2017	-8.25%
2016	-3.32%
2015	-3.07%
2014	3.10%
2013	1.03%

Appendix B: Equal pay audit data tables as at 31 March 2019

Table 10: Pay and gender

Pay band	Men	Women	Pay difference, men vs. women
2	£**	£**	0.00%
3	£**	£10.40	-0.60%
4	£**	£11.53	18.91%/%
5	£13.76	£14.21	-3.22%
6	£18.27	£17.42	4.63%
7	£20.93	£21.69	-3.63%
8A	£22.56	£25.68	-13.81%
8B	£**	£**	6.41%
8C	£**	£**	-15.63%
8D	£**	N/A	No comparative data
Executive, senior manager and consultant (non-AfC pay scales)	£**	£**	14.30%
Average	£20.67	£18.69	10.06%

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Table 11: Pay and length of service

Pay band	Men	Women	Service difference (years), men vs. women
2	**	**	0.00
3	**	3.42	-1.47
4	**	3.81	1.04
5	3.37	7.23	-3.86
6	6.21	5.35	0.86
7	6.25	9.04	-2.79
8A	8.38	10.66	-2.28
8B	**	**	-0.17
8C	**	**	-3.99
8D	**	N/A	No comparative data
Executive, senior manager and consultant (non-AfC pay scales)	**	**	2.26
Average	6.08	7.12	-1.04

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Table 12: Pay and ethnicity

Pay band	Non-Black Minority Ethnic Origin (NBME)	Black Minority Ethnic Origin (BME)	Declined/ unknown	Pay difference, NBME vs. BME
2	£**	N/A	N/A	No comparative data
3	£10.38	£**	£**	1.79%
4	£12.31	£**	£**	8.65%
5	£14.07	£**	£**	-22.37%
6	£17.79	£**	£**	9.51%
7	£21.51	£**	£**	9.14%
8A	£24.91	£**	£**	-1.08%
8B	£**	N/A	£**	No comparative data
8C	£**	N/A	N/A	No comparative data
8D	£**	N/A	N/A	No comparative data
Executive, senior manager and consultant (non-AfC pay scales)	£**	N/A	£**	No comparative data
Average	£19.52	£15.56	£18.74	22.57%

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Table 13: Length of Service and Ethnicity

Pay band	Non-Black Minority Ethnic Origin (NBME)	Black Minority Ethnic Origin (BME)	Declined / unknown	Service difference (years), NBME vs. BME
2	**	**	**	0.00
3	2.47	**	**	1.37
4	4.03	**	**	2.53
5	6.21	**	**	4.05
6	5.27	**	**	0.97
7	8.32	**	**	2.98
8A	10.09	**	**	-0.33
8B	**	N/A	**	No comparative data
8C	**	N/A	N/A	No comparative data
8D	**	N/A	N/A	No comparative data
Executive, senior manager and consultant (non-AfC pay scales)	**	N/A	**	No comparative data
Average	6.73	3.69	10.39	3.04

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Table 14: Pay and disability

Pay band	No disability (ND)	Disability (D)	Declined/unknown	Pay difference, ND vs. D
2	£**	£**	N/A	0.00%
3	£10.30	£**	N/A	-8.92%
4	£12.21	£**	N/A	7.24%
5	£14.06	£**	N/A	-12.12%
6	£17.73	£**	N/A	5.18%
7	£21.49	£**	N/A	0.98%
8A	£24.75	N/A	N/A	No comparative data
8B	£**	£**	N/A	11.36%
8C	£**	N/A	N/A	No comparative data
8D	£**	N/A	N/A	No comparative data
Average	£19.31	£18.60	N/A	3.74%

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Table 15: Length of service and disability

Pay band	No disability (ND)	Disability (D)	Declined/unknown	Service difference (years), ND vs. D
2	**	**	N/A	0.00
3	1.84	**	N/A	-14.36
4	4.15	**	N/A	2.37
5	6.13	**	N/A	-4.84
6	5.68	**	N/A	1.23
7	8.30	**	N/A	0.39
8A	9.98	N/A	N/A	No comparative data
8B	**	**	N/A	-2.60
8C	**	N/A	N/A	No comparative data
8D	**	N/A	N/A	No comparative data
Average	6.75	8.09	N/A	-1.34

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