



NHS Lothian
Gender Pay Gap Report
April 2023

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Section 1 – Introduction

NHS Lothian is committed to the principles of equality, diversity and human rights in employment. It believes that staff should receive equal pay for the same or broadly similar work, for work rated as equivalent and for work of equal value (regardless of age, disability, ethnicity or race, gender reassignment, marital or civil partnership status, pregnancy, political beliefs, religion or belief, sex or sexual orientation).

NHS Lothian is committed to mainstreaming equality in the workplace and one way of ensuring this is to carry out a pay gap audit. In compliance with the Equality Act 2010 (Specific Duties) (Scotland) Regulations 2012 (as amended), NHS Lothian has published a bi-annual Gender Pay Gap report since 2017.

Pay rates within NHS Lothian are in line with national pay arrangements which are determined by the Scottish Government. Staff are appointed to Agenda for Change bands and Executive and Senior Manager grades through a recognised national job evaluation process. Progression through the AfC pay bands is then through incremental progression, so those staff with longer service will therefore be paid at the upper end of a pay scale compared to those new into post. Appointment to a Medical and Dental grade is based on the definitions in the terms and conditions of service and then progress through the scale is again through incremental progression, with length of service again influencing the rate of pay.

Section 2 – What does this report covers

This report provides gender pay gap information for NHS Lothian, based on workforce and payroll data, as at 27 February 2023.

The report provides both the mean and median pay gap data calculated as follows:

Mean pay gap data is calculated by adding together all employee basic hourly rates of pay, for a particular cohort, and dividing this amount by the total number of employees within the same grouping.

Median pay gap data is calculated by listing all employee hourly rates of pay, for a particular cohort, and finding the midpoint in the range.

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 across the organisation 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 across the organisation. It is possible however that the median pay gap can obscure pay differences that may be associated with gender, ethnicity or disability. Therefore, whilst this report provides both mean and median pay gap information, the focus of the report is on the mean pay gap outcomes.

Section 3 – Mean and Median Pay Gap Data by Gender

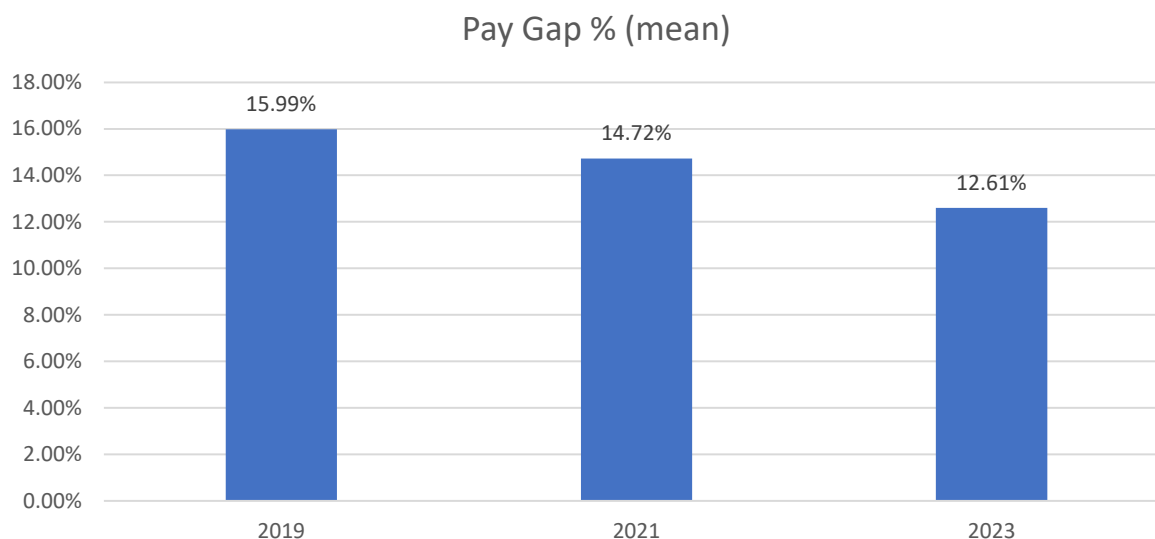
As at February 2023, NHS Lothian employed 27,148 individuals. 21,285 female (78.40%) and 5,863 male (21.60%).

The table below provides mean and median gender pay gap data for the organisation as a whole.

	Overall NHS Lothian Staff	
	2023 Mean Basic Hourly Rate	2023 Median Basic Hourly Rate
Male (5,863 employees)	£21.42	£15.51
Female (21,285 employees)	£18.72	£18.07
Difference	£2.70	£2.56
% Pay Gap	12.61%	16.49%

(Please note that the % gender pay gap is the monetary difference in the mean or median basic hourly rate of pay, expressed as a percentage of the male hourly rate (gov.uk)).

Whilst more than three quarters of the NHS Lothian workforce are women, the mean gender pay favours male staff by 12.61%. The graph below shows the pay gap (favouring male staff) going back to 2019.



From 2019 to 2023, the pay gap within NHS Lothian shortened from 15.99% to 12.61%. A possible explanation for the shortening of this pay gap is in relation to Medical and Dental staff who are amongst some of the highest earners in the organisation. Traditionally medicine was a more male dominated profession but this has been changing over the years with a gradual increase in the number of women now employed within medical and dental roles. Between 2021 and 2023, there has been a marked increase in the number of women employed in medicine with a head count of 1,312 rising to 1,559 in 2023. This is in comparison to 1,214 men employed in medicine in 2023. It is likely that in part the shortening of the pay gap is related to the increase in women working in medicine therefore attracting higher salaries leading to a shortening of the pay gap.

Section 4 – Mean and median pay gap data by staff grouping

NHS Lothian staff are employed under three distinct contract groupings - Agenda for Change (AFC), Executive and Senior Managers (E/SM) and Medical and Dental (including doctors in training) - each with a separate set of pay, terms and conditions of employment.

The following tables provide the mean and median gender pay gap data for each of the three contract groupings.

	Agenda for Change Staff Pay Gap	
	2023 Mean Basic Hourly Rate	2023 Median Basic Hourly Rate
Male (4,615 employees)	£16.30	£13.25
Female (19,700 employees)	£17.30	£18.09
Difference	£1.01	£4.83
% Pay Gap	6.17%	36.48%

Both the mean and the median favours female staff.

	Executive and Senior Management Pay Gap	
	2023 Mean Basic Hourly Rate	2023 Median Basic Hourly Rate
Male (34 employees)	£49.55	£46.44
Female (26 employees)	£46.10	£44.73
Difference	£3.45	£1.71
% Pay Gap	6.96%	3.67%

Both the mean and the median favours male staff.

	Medical and Dental Pay Gap	
	2023 Mean Basic Hourly Rate	2023 Median Basic Hourly Rate
Male (1,214 employees)	£40.11	£47.45
Female (1,559 employees)	£36.18	£40.40
Difference	£3.93	£7.04
% Pay Gap	9.80%	14.85%

Both the mean and the median favours male staff.

In comparison to the Gender Pay Gap Report published in 2021, the pay gap for Agenda for Change staff has lengthened in favour of women from 5% in 2021 to 6.17% in 2023. However, the pay gap has shortened for both Medical and Dental (decreasing from 10% in 2021 to 9.8% in 2023) and Executive and Senior Managers (decreasing from 9% in 2021 to 6.96% in 2023), as explained below.

Agenda for Change

Staff employed under Agenda for Change (AfC) Pay, Terms and Conditions are recruited into a post with a confirmed AfC pay band, assigned through the application of the NHS Job Evaluation Scheme. The evaluation is undertaken by a

trained panel of evaluators and is based on the skills and responsibility demands of the post. As such, all employees aligned to the same post/job description will be paid, regardless of their sex, according to the evaluated band outcome for the post.

It is also important to note that each AfC pay band consists of a number of incremental points. In line with AfC terms and conditions, each employee will generally either commence in post at the minimum of the pay scale, or in the case of promotion, commence on the first available point on the scale that will afford the employee a salary increase. Thereafter, incremental progression through the scale applies on an annual basis.

This means that commencing salary, length of service in band and timing of each employee's yearly incremental date will have a direct influence on the pay gap within this contract group.

The specific data for this cohort confirms that women are the dominant sex in all the AfC pay bands, most noticeably at the lower bands 3-8a. One reason for this is that administrative and nursing/caring roles which sit within these bands traditionally comprise female employees, although this is beginning to change.

The table below provides a breakdown of the pay gap across the AfC Bands:

Grade	Agenda For Change								
	Female			Male			Monetary variance Male to	Pay Gap	Total Headcount
	Headcount	Hourly Rate	Gender count as % of grade	Headcount	Hourly Rate	Gender count as % of grade			
1	70	£11.09	73.68%	25	£11.09	26.32%	£0.00	0.00%	95
2	3,169	£11.94	69.34%	1,401	£11.96	30.66%	£0.02	0.15%	4,570
3	3,069	£12.86	79.78%	778	£12.90	20.22%	£0.04	0.31%	3,847
4	1,720	£13.81	81.75%	384	£13.62	18.25%	-£0.19	-1.40%	2,104
5	4,787	£16.87	86.45%	750	£16.66	13.55%	-£0.21	-1.27%	5,537
6	3,639	£20.41	85.18%	633	£20.29	14.82%	-£0.12	-0.59%	4,272
7	2,427	£24.05	85.73%	404	£24.24	14.27%	£0.19	0.79%	2,831
9	3	£55.97	100.00%	N/A	N/A	N/A	N/A	N/A	3
8A	545	£28.29	79.80%	138	£28.33	20.20%	£0.04	0.14%	683
8B	164	£33.28	76.64%	50	£33.50	23.36%	£0.22	0.65%	214
8C	76	£40.22	66.09%	39	£40.44	33.91%	£0.22	0.55%	115
8D	31	£47.40	70.45%	13	£47.12	29.55%	-£0.27	-0.58%	44
Grand Total	19,700	£17.30	81.02%	4,615	£16.30	18.98%	-£1.01	-6.17%	24,315

Please note that hourly rate in these figures is the average basic hourly rate.

The negative values in pay gap indicates that it favours women.

In terms of the pay gap across the AfC bands, whilst the overall pay gap is 6.17% in favour of women, the pay gap is in favour of men across more than half the pay bands. The reason for the overall balance being in favour of women is due to the significantly higher numbers of female staff compared to male staff being employed in bands 2 to 7.

Executive and Senior Managers

The smallest contract grouping within NHS Lothian is that of Executive and Senior Manager (E/SM) staff. This cohort shows a mean gender pay gap of 6.96% in favour of men.

It is of note that in contrast to the AFC contract group, salary progression within the minima and maxima salary range of each Executive and Senior Manager grade 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 the Executive and Senior Manager workforce 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 table below provides a breakdown of the pay gap across the Executive and Senior Manager Grades:

Grade	Executive and Senior Management								
	Female			Male			Monetary variance Male to	Pay Gap	Total Headcount
	Headcount	Hourly Rate	Gender count as % of grade	Headcount	Hourly Rate	Gender count as % of grade			
EXECUTIVE MANAGER GRADE E	8	£53.02	47.06%	9	£55.15	52.94%	£2.13	3.86%	17
EXECUTIVE MANAGER GRADE F	1	£59.67	33.33%	2	£57.20	66.67%	£-2.48	-4.33%	3
EXECUTIVE MANAGER GRADE G	3	£60.72	60.00%	2	£66.73	40.00%	£6.01	9.00%	5
EXECUTIVE MANAGER GRADE H	N/A	N/A	N/A	1	£86.70	100.00%	N/A	N/A	1
EXECUTIVE MANAGER GRADE I	N/A	N/A	N/A	1	£98.40	100.00%	N/A	N/A	1
SENIOR MANAGER GRADE A	6	£32.29	40.00%	9	£35.98	60.00%	£3.69	10.26%	15
SENIOR MANAGER GRADE B	5	£41.39	50.00%	5	£39.79	50.00%	£-1.60	-4.03%	10
SENIOR MANAGER GRADE C	3	£44.00	42.86%	4	£45.28	57.14%	£1.28	2.84%	7
SENIOR MANAGER GRADE D	N/A	N/A	N/A	1	£51.55	100.00%	N/A	N/A	1
Grand Total	26	£46.10	43.33%	34	£49.55	56.67%	£3.45	6.96%	60

Please note that hourly rate in these figures is the average basic hourly rate.

The negative values in pay gap indicates that it favours women.

In terms of 6.96% pay gap across the Executive and Senior Manager grades, this is being skewed by a very high pay gap of 10.25% in the Senior Manager Grade A group. There are 15 staff in the grade (6 female and 9 male). The majority of individuals in this grade are long serving members of staff and their salary will be very much determined by their length of service. As individuals leave this pay grade in the future their replacement post will be moved across to Agenda for Change Terms and Conditions as these are more favourable terms and conditions for this level of post and in time the use of Grade A will cease.

The information for Grades I, H and D has not been included for personal identifiable reasons as there is only one post holder in each of these grades.

Medical and Dental

The Medical and Dental gender pay gap is in favour of men by 9.80%.

It should be noted that the 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.

It is worth noting that for the more experienced medical staff such as Consultants, the percentage of male staff is higher than female, whilst in the lower medical grades including doctors in training, the percentage of female staff is higher. As the

Consultant grade is one of the highest earning grades, this will be having an impact on the overall pay gap. However, as noted above this position is beginning to change with more female medical and dental staff now in post compared to male staff and as these female staff work through the medical grades to Consultant level, this should have a further positive impact on the gender pay gap.

The table below provides a breakdown of the pay gap across the Medical and Dental Pay Grades:

Grade	Medical and Dental						Monetary variance Male to	Pay Gap	Total Headcount
	Female			Male					
	Headcount	Hourly Rate	Gender count as % of grade	Headcount	Hourly Rate	Gender count as % of grade			
Associate Specialist	24	£48.87	72.73%	9	£48.60	27.27%	-£0.27	-0.55%	33
Associate Specialist Dentist	1	£49.42	100.00%	N/A	N/A	N/A	N/A	N/A	1
Consultant	553	£50.81	47.18%	619	£51.93	52.82%	£1.11	2.14%	1,172
Consultant Dentist	5	£50.78	33.33%	10	£52.90	66.67%	£2.12	4.00%	15
Dentist	46	£37.42	74.19%	16	£47.02	25.81%	£9.60	20.41%	62
GP	81	£47.94	71.05%	33	£47.55	28.95%	-£0.39	-0.82%	114
Medical Director	1	£58.28	100.00%	N/A	N/A	N/A	N/A	N/A	1
Other	78	£53.91	61.90%	48	£57.06	38.10%	£3.14	5.51%	126
SAS	107	£35.46	63.31%	62	£34.06	36.69%	-£1.40	-4.11%	169
Trainee	663	£19.86	61.39%	417	£20.17	38.61%	£0.31	1.56%	1,080
Grand Total	1,559	£36.18	56.22%	1,214	£40.11	43.78%	£3.93	9.80%	2,773

Please note that hourly rate in these figures is the average basic hourly rate. The negative values in pay gap indicates that it favours women.

Section 5 - Mean and median pay gap data by pay quartile

By ranking all employees from lowest to highest paid then dividing them into four equal groups, it is possible to identify four pay quartiles as follows:

Lower Quartile – includes AfC band 1-5

Lower Middle Quartile – includes AfC band 3-7 and Medical Trainees

Upper Middle Quartile –includes AfC band 5-7 and some Medical grades

Upper Quartile – includes AfC Band 6-9/ESM grades/Medical and Dental Senior Grades.

It is important to note that due to the numbers of staff on each pay band, particularly AfC bands, there will be some overlapping of pay bands over the 4 quartiles. Against each pay quartile, as noted above the proportion of males and females included is listed along with the mean and median basic hourly rates of pay.

	Lower Pay Quartile	
	Female	Male
Number of employees	4,940	1,847
% of headcount in quartile	72.79%	27.21%
Mean basic hourly rate	£12.13	£12.07
Median basic hourly rate	£12.18	£12.18

	Lower Middle Quartile	
	Female	Male
Number of employees	5,506	1,281
% of headcount in quartile	81.13%	18.87%
Mean basic hourly rate	£14.36	£14.24
Median basic hourly rate	£14.42	£13.56

	Upper Middle Quartile	
	Female	Male
Number of employees	5,780	1,007
% of headcount in quartile	85.16%	14.84%
Mean basic hourly rate	£19.10	£19.28
Median basic hourly rate	£18.17	£18.17

	Upper Pay Quartile	
	Female	Male
Number of employees	5,059	1,728
% of headcount in quartile	74.54%	25.46%
Mean basic hourly rate	£29.46	£37.98
Median basic hourly rate	£25.83	£34.89

Overall female headcount in all four quartiles is noticeably higher than that of their male comparators.

Mean pay gaps have been calculated within each of the four quartiles. This shows lower differences in average basic hourly rates for the 3 lowest quartiles which is also reflected in the reduced gender pay gap.

- Lower quartile – 0.46%, in favour of women
- Lower middle quartile – 0.84%, in favour of women
- Upper middle quartile – 0.96%, in favour of men
- Upper quartile – 22.42%, in favour of men

Whilst the upper pay quartile shows the biggest pay gap of 22.42%, further analysis of the pay data confirms that, although there are a higher number of women within the group, a greater proportion of the female headcount are in posts at the lower end of this quartile's pay range (i.e. in salaries across AFC bands 6, 7 and 8A).

Additionally, there are a higher proportion of men in posts at the top of the salary range in this quartile as this includes the Medical and Dental Consultant grades

which as noted above have traditionally been a more male dominated environment, with length of service playing a significant factor in hourly rate. However, whilst at present there are more long-serving male employees in this group, this means that female employees who are more recently employed in these grades will catch up in the future through annual incremental progression.

The above figures demonstrate that when the pay gap is calculated across narrower band/salary groupings within the organisation, this shows a reduced pay gap across at least 3 of the quartiles. This would also support that factors such as length of service in grade and incremental dates are key contributors to the gender pay gap.

Section 6 – Conclusion

There is a shortened gender pay gap within NHS Lothian when comparing the data for 2023 with previous years with an overall decrease of 1.66% since 2021. There has been a rise in the AFC gender pay gap of 1.17% over the same period in favour of women. In respect of Executive and Senior Managers and to a lesser extent in Medical and Dental groups, the gender pay gaps in favour of men have reduced.

Overall, the NHS Lothian Gender Pay Gap reports a positive position when considering the factors linked and contributing to the pay gaps identified. Many of the pay gaps can be attributed to length of service with longer serving employees earning more and some of the higher earning roles previously being male dominated but as the data demonstrates this position is gradually changing.