

National Services Scotland (NSS) Pay Gap Report April 2017

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1. Introduction

NHS National Services Scotland (NSS) supports the principle of equal opportunities in employment and 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 their gender, race, colour, nationality, ethnicity, sexual orientation, age, marital status, religion or belief or whether or not they have a disability.

NSS is committed to mainstreaming equality within the workplace. One of the ways of ensuring this is to carry out a pay gap audit. NSS published a Gender Pay Gap report in 2013 and 2015 using workforce and pay data obtained during December 2012 and December 2014 respectively.

The Public Sector Equality Duty under the Equality Act 2010 requires that by 30th April 2017 all listed public authorities with over 20 staff must publish updated gender pay gap information and, in addition, publish ethnicity and disability pay gap information.

The following report provides updated gender pay gap information and ethnicity and disability pay gap information in relation to all NSS employees. This report has been produced using data drawn from HR and Payroll systems during December 2016.

2. NSS Workforce Profile

2.1 Gender Profile

NHS Scotland staff are linked to three broad contract groupings which define their pay, terms and conditions of employment - Agenda for Change, Executive Level & Senior Managers and Medical & Dental. HR and payroll data from December 2016 shows that NSS employs a total of 3,609 staff (Headcount) across these contract groupings, the majority of whom are employed on Agenda for Change pay, terms and conditions (97.45%).

Table 2.1 below provides the gender profile of the NSS workforce across the three contract groupings categorised by headcount and by percentage of the total workforce in each contract grouping. Staff employed under Agenda for Change are also categorised by job family.

Table 2.1 – NSS Employed Staff by Contract Grouping, Headcount and Gender

	Female	% of total in contract grouping	Male	% of total in contract grouping	Total
Agenda for Change (Job family breakdown below)	2,181	62.01%	1,336	37.99%	3,517
Administrative Services	1471	63.13%	859	36.87%	2,330
Health Science Services	290	64.73%	158	35.27%	448
Nursing & Midwifery	335	89.81%	38	10.19%	373
Support Services	79	22.32%	275	77.68%	354

Allied Health Professions, Personal Social Services and Other Therapeutic	6	50%	6	50%	12
Executive Level & Senior Managers	12	35.29%	22	64.71%	34
Medical & Dental (inc Consultants & Speciality Doctors)	33	56.90%	25	43.10%	58
TOTAL	2,226	61.68%	1,383	38.32%	3,609

Table 2.1 shows that the NSS workforce comprises 61.68% female and 38.32% male employees. In comparison with the workforce gender profiles in the 2015 and 2013 Gender Pay Gap Reports, this suggests that the overall gender profile has been fairly constant with a small decrease of 0.37% in the proportion of female staff since 2015 but an overall increase since the 2013 Gender Pay Gap Report of 0.12%.

- Table 2.1 shows that the workforce employed under Agenda for Change (AFC) arrangements is predominantly female (62.01%). There has been a small but continuing decrease in the proportion of females in this grouping when compared with the data in the 2015 and 2013 Gender Pay Gap Report (62.49% and 62.73% respectively).

In NSS there is a higher proportion of female staff employed in Administrative Services, Nursing & Midwifery and Health Science Services job families. Administrative and nursing/caring roles are traditionally female roles. There is a higher proportion of male staff employed in the Support Services job family which includes estates and warehouse functions that traditionally comprise male roles.

- The workforce employed under Executive Level and Senior Manager arrangements is predominantly male (64.71%). The proportion of females employed under these arrangements shows a decrease of 4.24% when compared with the data in the 2015 Gender pay Gap Report. It should be noted that the Executive Level and Senior Manager cohort has seen a significant reduction in numbers since 2010 which includes a period from mid 2013 after the implementation of a new senior management structure across NSS. This is analysed further in Section 3 below.
- The workforce employed under Medical and Dental arrangements is predominantly female (56.90%) and there has been an increase in the proportion of females employed under Medical and Dental arrangements since both the 2015 report (51.92%) and 2013 report (45.76%). This is analysed further in Section 3 below.

2.2 Part-time/Full-time Workforce Profile

Table 2.2 below provides the gender profile of part-time and full-time staff and the percentage of the total workforce for each grouping.

Table 2.2 – Gender Profile of Part-time and Full-time Staff by Headcount

	Female	% of Group	Male	% of Group	Total	% of Total NSS Headcount
Part Time	824	89.76%	94	10.24%	918	25.44%
Full Time	1,402	52.10%	1,289	47.90%	2,691	74.56%
TOTAL	2,226	61.68%	1,383	38.32%	3,609	

NSS operates a range of flexible and family friendly policies which seek to assist staff in achieving a work life balance and to enable NSS to attract and retain a diverse workforce including, for example, flexible working hours, term-time contracts and career breaks. Table 2.2 illustrates that the majority of the part-time workforce is female (89.76%) which is a 0.88% reduction on the 2015 figure. The profile of the part-time to full-time workforce shows a slight increase in the proportion of part-time male staff by 0.91% since 2015.

It can be seen from Table 2.2 that just over a quarter of the NSS workforce are part-time which is a reduction of 0.98% on the 2015 figure. A contributory factor in the increase in the proportion of full-time staff is the implementation of initiatives across NSS to encourage the recruitment of young people who are typically full-time. For example, NSS employs Modern Apprenticeship trainees across a number of its Strategic Business Units. In addition, flexible working policies include the facility for staff to work compressed hours which enables them to work full-time hours over fewer than 5 days per week.

3. 3.1 NSS Gender Profile by Pay Band/Grade

Table 3.1 gives a breakdown of the grade profile of the NSS workforce categorised by gender and contract grouping. As the majority of NSS staff are employed under Agenda for Change (AFC), this contract grouping has been further categorised by pay band. The data also includes the percentage of the total staff employed in each pay band and/or contract grouping.

Table 3.1 – NSS Grade Profile by Headcount and Gender

PAY GRADE	HEADCOUNT				
	Female		Male		Total No.
	No.	%	No.	%	
AfC Band 2	63	67.74%	30	32.26%	93
AfC Band 3	465	56.64%	356	43.36%	821
AfC Band 4	278	77.65%	80	22.35%	358

AfC Band 5	355	68.93%	160	31.07%	515
AfC Band 6	413	65.35%	219	34.65%	632
AfC Band 7	352	60.38%	231	39.62%	583
AfC Band 8a	113	51.13%	108	48.87%	221
AfC Band 8b	68	44.16%	86	55.84%	154
AfC Band 8c	63	59.43%	43	40.57%	106
AfC Band 8d and 9*	11	32.35%	23	67.65%	34
Executive Level / Senior Manager Grades A - C	6	40.00%	9	60.00%	15
Executive Level/Senior Manager Grades D - H	6	31.58%	13	68.42%	19
Medical & Dental Grade - Consultant	17	50.00%	17	50.00%	34
Medical and Dental Grade – Specialty Doctor/Associate Specialist	16	66.67%	8	33.33%	24
TOTAL	2,226	61.68%	1,383	38.32%	3,609

3.2 Analysis of Gender/Grade Profile

- It can be seen from the above table that females outnumber males in AfC pay bands 2 – 8a. This is in part associated with gender historic roles – for example, more women work in secretarial and administrative roles, donor carer roles and nursing roles.

For staff in bands 8b – 9 and Executive Level / Senior Manager cohorts, males outnumber females except in band 8c.

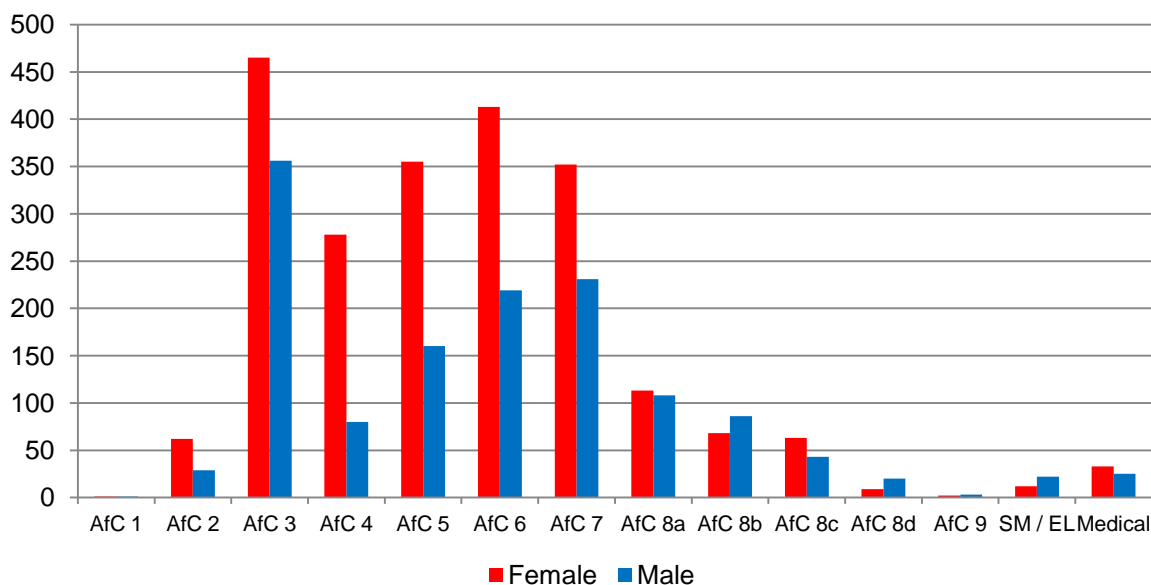
- The overall proportion of women employed under Medical and Dental arrangements (56.90%) has shown a steady increase since 2013 (45.76%) and 2015 (51.92%). This upward trend is reflected in the recruitment figures for Medical and Dental staff which show that 78% of appointments to Medical and Dental vacancies over the last 2 years have been women. It is noted that NSS employs the same number of female and male Consultants.
- Over recent years, the numbers of staff employed on Executive Level/ Senior Manager grades has reduced but there has been a commensurate increase in staff employed on senior level AFC grades. The highest proportion of male staff is in the band 8d/9 grouping

(67.65%). This is similar to the 2015 figure (67.67%) and shows an overall increase since 2013 (53.33%).

This change follows the implementation of a new senior management structure across NSS during mid to late 2013 and the resultant movement of a number of senior management roles from the Executive Level and Senior Manager cohort to posts graded under Agenda for Change pay bands – 8c and above.

- The proportion of women employed in the Executive Level and Senior Manager cohort (35.29%) has decreased by 4.24% since 2015 (39.53%) but the current figure is higher than in the 2013 Gender Pay Gap Report (31.88%). It is also noted that the proportion of women employed in the combined AFC Band 8d/9 group is 32.35% compared with 33% in 2015 and 50% in 2013 (Note: the 2013 figure was prior to the implementation of the new senior management structure described above). Any changes to the gender profile within these senior grades will be closely monitored going forward.
- When the number of staff in the senior grades across NSS – ie AFC Band 8a and above, Executive Level / Senior Manager cohort and Medical and Dental grades - are added together, it shows an increase in the proportion of female (49.5%) to male staff (50.5%) across these cumulative groupings compared with the figures in the 2015 (47.15% and 52.85%) and 2013 (47.65% and 52.35%) respectively. This shows that the proportion of female to male staff is now similar in the higher salaried grades. Graph 3.1 below illustrates the male / female split for each pay band.

Graph 3.1 Female / Male breakdown by Pay Band / Group as at December 2016



4. **NSS Gender Pay Gap**

4.1 **Analysis of Gender Pay Gap by Contract Group/AFC Job Family**

Table 4.1 below highlights the average basic hourly rates for both female and male employees expressed by contract grouping and overall totals for NSS. This data also shows the actual & percentage difference / gap between the female and male average hourly basic rates of pay.

The gender pay gap has been calculated as the difference in the average basic hourly pay between female and male staff expressed as a percentage of the male pay rate.

Note: The Public Sector Equality Duty Guidance published by Close the Gap recommends that the gender pay gap should be expressed as a percentage of the male pay rate. It should be noted that in the 2015 NSS Gender Pay Gap Report, the pay gap was calculated on the basis of the female pay rate. In line with the guidance provided, the percentage pay gap in this report has been calculated against the male pay rate. In order to enable an accurate comparison of the pay gap within the 3 contract groupings against the 2015 Gender Pay Gap Report (based on workforce/payroll information from December 2014), the percentage pay gap contained in the 2015 Report for the main three contract groupings has been recalculated using the male pay rate and is also provided in Table 4.1 below.

Table 4.1 – Actual and Percentage Gender Pay Gap by Contract Grouping/AFC Job Family)

	Female	Male	Difference	(2017 Pay Gap) based on December 2016 figures % Difference	(2015 Pay Gap) based on December 2014 figures % Difference
Agenda for Change (Job family breakdown below**)	£15.81	£16.96	-£1.15	-6.78%	-8.17%
Administrative Services	£15.96	£18.83	-£2.86	-15.24%	–
Health Science Services	£17.27	£17.76	-£0.49	-2.76%	–
Nursing & Midwifery	£14.78	£13.36	£1.42	10.63%	–
Support Services	£10.49	£10.94	-£0.46	-4.20%	–
Allied Health Professions, Personal and Social Services and Other therapeutic	£32.50	£32.85	-0.35	-1.07%	–
Executive Level / Senior Managers	£38.03	£40.46	-£2.43	-6.01%	-1.35%
Medical & Dental	£40.02	£44.45	-£4.43	-9.97%	-8.59%
Overall NSS Pay Gap	£16.29	£17.83	-£1.54	-8.64%	-10.07%

**pay gap data relating to specific AFC job families was not included in the 2015 Gender Pay Gap Report

Table 4.1 shows that the overall gender pay gap between the average pay rates of female and male NSS employees has shortened from -10.07% to -8.64% since the 2015 Gender Pay Gap Report. When the 2013 figure (8.93%) is taken into account this shows that since 2013, the overall gap between female and male pay rates has reduced.

4.2 Analysis of Gender Pay Gap by Pay Band/Grade

A more detailed analysis by pay band/grade across the 3 contract groupings is provided in Table 4.2 below.

Table 4.2 – Average Hourly Rate of Basic Pay by Gender

Pay Grade	Female £	Male £	Difference £	Difference %
AfC Band 2	£8.55	£8.80	-0.25	-2.84%
AfC Band 3	£10.22	£10.12	£0.10	0.98%
AfC Band 4	£11.36	£11.28	£0.08	0.71%
AfC Band 5	£13.72	£13.38	£0.34	2.54%
AfC Band 6	£16.43	£16.55	-£0.12	-0.72%
AfC Band 7	£19.93	£20.21	-£0.28	-1.39%
AfC Band 8a	£23.44	£23.89	-£0.45	-1.88%
AfC Band 8b	£28.71	£28.68	£0.03	0.10%
AfC Band 8c	£34.12	£34.28	-£0.16	-0.47%
AfC Band 8d	£42.14	£41.35	£0.79	1.91%
AfC Band 9	£47.44	£47.23	£0.21	0.44%
Executive Level / Senior Manager Grades A-B	£33.03	£33.67	-£0.64	-1.89%
Executive Level / Senior Manager Grades C-D	£40.76	£39.62	£1.14	2.88%
Executive Level / Senior Manager Grades E-H	£45.31	£47.89	-£2.58	-5.39%
Medical & Dental Grades -	£45.22	£48.41	-£3.19	-6.59%

Consultant				
Medical & Dental Grades – Specialty Doctor / Associate Specialist	£34.49	£36.02	-£1.53	-4.24%

4.2.1 Agenda for Change – Pay Gap

- Table 4.1 shows that the pay gap between female and male staff employed under Agenda for Change has reduced from -8.17% to -6.78%.

However, it should be noted that pay bands are incremental with between 6 and 9 increments depending on the band; also, that these pay bands are assigned to NSS posts through the application of the NHS Agenda for Change Job Evaluation Scheme. Therefore, the evaluated band for any AFC post will be the same regardless of the postholder's gender. As a result, the length of service in grade, incremental placement and timing of each employee's incremental date will have been strong contributory factors to the pay gap.

- Table 4.1 shows that within the Agenda for Change contract grouping, the highest gender pay gap is in the Administrative Services job family - 15.24% (£2.86). It should be noted that the number of female employees in Administrative Services is 40% of the total NSS workforce (Headcount – 1471). The proportion of female and male staff attached to bands/grades within each contract grouping will influence NSS's overall pay gap outcome and at present, there are proportionately more female employees occupying the lower graded/salaried posts, ie AFC bands 2 - band 7/8a with the majority of these being in the Administrative Services job family.

Linked to this, it should be noted that the highest level of recruitment since 2015 has been to posts in AFC bands 3 – band 8a which as noted in Section 3 above are bands predominantly occupied by female staff. Analysis of recruitment over the last 2 years shows that 63.76% of all appointments to these bands have been women which is broadly consistent with the NSS gender split. Given that, in line with the Nationally agreed Agenda for Change terms and conditions, the majority of new starts commence at the minimum of the payscale, this will also be a key contributory factor in the current pay gap. Over time, the gap that currently exists between males and females in AFC bands 3 - 8a would reduce as these new staff moved up the incremental scale of their respective pay bands.

- The pay gap within the Nursing & Midwifery job family is in favour of female staff (10.63%) but this is to be expected given that 89.81% staff in this job family are female.

4.2.2 Executive Level/Senior Manager Cohort Pay Gap

- Analysis of the overall totals in Table 4.1 above shows that since the 2015 Gender Pay Gap Report, the pay gap between female and male employees in the Executive Level and Senior Manager cohort – has widened from 1.35% to 6.01%.
- It should be noted that grades of posts within the Executive Level and Senior Manager cohort within NHS Scotland are determined by a National Evaluation Committee which evaluates posts in line with the Hay Evaluation system. When considering the above outcomes, it should also be noted that each of the Executive Level grades have a salary range and that differentials in pay between staff in the Executive Level / Senior Manager cohort will be influenced by their positioning in the salary range for their grade which is also linked to their performance in post/annual performance rating.

- Further analysis of the pay gap between Executive Level grades A - B, C - D and E - H shows that the biggest pay gap is in the E - H grouping. Table 4.2 illustrates that the pay gap between females and males in grades Executive Level A - B is in favour of males by 1.89% and in Executive Level grades C - D is in favour of females by 2.88%. However, the pay gap between females and males in Executive Level grades E-H is more strongly biased towards males by 5.39%. It should also be noted that the proportion of females to males in Executive Level grades E - H is less than the other cohort groups at 30% compared with 42.86% in Executive Level A - B and 33.33% in Executive Level C - D.

4.2 3 Medical and Dental Pay Gap

- Table 4.1 shows that the pay gap between female and male staff employed in the Medical and Dental grouping has increased from -8.59% to -9.97% since the 2015 Gender Pay Gap Report. Part of this pay gap is due to combining the salary data of staff in the Consultant grade with staff who are employed on Speciality Doctor/ associate Specialist terms and conditions.
- Further analysis in Table 4.2 shows that the wider pay gap is in the Consultant group (-6.59%). Analysis of recruitment over the last 2 years has shown that 80% of appointments to Consultant vacancies have been female. This may have contributed to the increased pay gap as, in line with the Nationally agreed Medical and Dental terms and conditions, these staff would have commenced at the lower end of the Consultant payscale. It should also be noted that the payscales of Medical and Dental staff employed by NSS are incremental. As a result, the length of service in grade, incremental placement and timing of each employee's incremental date will have been strong contributory factors to the pay gap.

5. NSS Ethnic Profile of the Workforce and Pay Gap

5.1 NSS Ethnic Groupings/Profile

NSS has referred to the Coalition of Racial Equality and Rights (CRER) document "Equal Pay Duties – Race and Disability" for guidance on presenting ethnicity pay gap information, which recommends categorising staff into three high level ethnicity groupings as follows:

- White Scottish, White British and White Irish;
- White Minority Ethnic – including White Polish, White Gypsy Traveller, White Other;
- Non-white Minority Ethnic – including African, African – other, Arab, Asian – other, Bangladeshi, Caribbean, Caribbean – other, Chinese, Indian, Mixed Races, Pakistani, Other Ethnic Group.

Using the above groupings, the profile of the NSS Workforce is illustrated in Table 5.1 below.

Table 5.1 – Profile of Ethnic Groupings across the NSS Workforce by Headcount

Ethnic Group	Female	Male	Total	% of Total NSS Headcount
White Scottish, British, Irish	2004	1217	3,221	89.25%
White Minority Ethnic	59	48	107	2.96%
Non –white Minority Ethnic	80	60	140	3.88%

No response	83	58	141	3.90%
Totals	2,226	1,383	3,609	

The majority of staff employed by NSS (89.25%) are in the White Scottish, British, Irish ethnic grouping with 2.96% in the White Minority Ethnic grouping and 3.88% in the Non-white Minority Ethnic grouping.

The Ethnicity pay gap profile for NSS is analysed based on the following categories as recommend in the CRER guidance document “Equal Pay Duties – Race and Disability”:

- Overall Race Pay Gap – comparison of the average basic hourly pay rate of staff in the White Scottish, British, Irish and White Minority Ethnic groupings with the Non-white Minority Ethnic grouping expressed as a percentage of the average pay rate of the White Scottish, British, Irish and White Minority Ethnic groupings
- White Minority Ethnic Pay Gap – comparison of the average basic hourly pay rate of staff in the White Scottish, British, Irish grouping with the White Minority Ethnic grouping expressed as a percentage of the average pay rate of the White Scottish, British, Irish grouping
- Non-white Minority Ethnic Pay Gap - comparison of the average basic hourly pay rate of staff in the White Scottish, British, Irish grouping with the Non-white Minority Ethnic grouping expressed as a percentage of the average pay rate of the White Scottish, British, Irish grouping

Note: It should be noted that this is the first ethnic grouping pay gap report developed for NSS and there is no previous data on which to make meaningful comparisons. However, monitoring and analysis of the average hourly pay rates and pay gap across NSS will be regularly undertaken going forward.

Tables 5.2 – 5.7 show the average basic hourly pay rate of staff and associated pay gap data by ethnic grouping, under the categories listed above. The information is broken down by contract grouping/AfC job family and by pay band/grade and includes actual and percentage pay gap details.

5.2 Overall Race Pay Gap

Table 5.2 Overall Race Pay Gap Categorised by Contract Grouping/Job Family and Headcount

	Non-White Minority Ethnic Group		White Scottish/British /Irish and White Minority Ethnic Group		Difference £	Difference %
	No of staff	Average basic hourly pay rate	No of staff	Average basic hourly pay rate		
Agenda for Change (Job family breakdown below)	132	£15.83	3,246	£16.27	-£0.44	-2.78%
Administrative Services	92	£15.78	2156	£17.07	-£1.29	-7.56%
Healthcare Sciences	28	£16.93	399	£17.41	-£0.48	-2.76%
Nursing and Midwifery	7	£15.27	347	£14.53	£0.74	5.09%

Allied Health Professionals, Personal and Social care Other therapeutic	-	-	11	£33.38	-	-
Support Services	*	*	333	£10.93	*	*
Executive Level and Senior Managers	-	-	34	£39.60	-	-
Medical and Dental	8	£39.33	48	£42.75	-£3.42	-8.00%

* NSS has gathered the equality information in line with the Data Protection Act 1998. Due to the sensitive nature of the equality information and where low numbers are reported we have protected the information that is 5 or less

Table 5.2 shows that for staff in the Agenda for Change contract grouping there is an overall race pay gap of -2.78%. When this is broken down further by AFC job family, it shows that the biggest pay gap is in the Administrative Services job family (-7.56%) where 69% of the staff in this ethnic grouping are employed. There is an overall race pay gap of -8.00% in respect of staff on Medical and Dental Contract arrangements. There are no staff in the Non-white Minority Ethnic grouping who are employed under Executive Level and Senior Manager arrangements.

Table 5.3 Overall Race Pay Gap Categorised by Pay Band/Grade

	Non-White Minority Ethnic Group	White Scottish/British /Irish and White Minority Ethnic Groups	Difference £	Difference %
Agenda for Change				
Band 2	*	£8.65	*	*
Band 3	£9.96	£10.19	-£0.23	-2.26%
Band 4	£11.27	£11.35	-£0.08	-0.71%
Band 5	£12.93	£13.72	-£0.79	-5.76%
Band 6	£15.93	£16.51	-£0.58	-3.51%
Band 7	£19.70	£20.08	-£0.38	-1.89%
Band 8a	£22.61	£23.70	-£1.09	-4.59%
Band 8b	*	£28.64	*	*
Band 8c	*	£34.22	*	*
Band 8d/9	-	£42.42	-	-
Executive Level and Senior Managers	-	£39.60	-	-
Medical and Dental	£39.33	£42.75	-£3.42	-8.00%

* NSS has gathered the equality information in line with the Data Protection Act 1998. Due to the sensitive nature of the equality information and where low numbers are reported we have protected the information that is 5 or less

Table 5.3 shows that an overall race pay gap exists across bands 3 – 8a. However, it should be noted that NSS staff who are in any of the ethnic groups will be employed in posts that have been evaluated under the NHS Agenda for Change system and all staff in the same post will be in paid according to the band for that post. Therefore, differentials in pay will be principally associated with length of service in grade, incremental placement in the band range and incremental dates. There is an overall race pay gap of -8.00% in the Medical and Dental contract grouping which will also be principally associated with factors such as length of service in grade and incremental placement/date within the grade.

5.3 White Minority Ethnic Pay Gap

Table 5.4 White Minority Ethnic Pay Gap Categorised by Contract Grouping/Job Family and Headcount

	White Minority Ethnic Group		White Scottish/British /Irish		Difference £	Difference %
	No of staff	Average basic hourly pay rate	No of staff	Average basic hourly pay rate		
Agenda for Change (Job family breakdown below)	104	£15.07	3,142	£16.31	-£1.24	-7.60%
Administrative Services	82	£15.70	2,074	£17.12	-£1.42	-8.29%
Healthcare Sciences	10	£16.25	389	£17.44	-£1.19	-6.82%
Nursing and Midwifery	*	*	345	£14.56	*	*
Allied Health Professionals, Personal and Social care Other therapeutic	0	-	11	£14.56	-	-
Support Services	10	£9.93	323	£10.96	-£1.03	-9.39%
Executive Level and Senior Managers	*	*	33	£39.45	*	*
Medical and Dental	*	*	46	£42.61	*	*

* NSS has gathered the equality information in line with the Data Protection Act 1998. Due to the sensitive nature of the equality information and where low numbers are reported we have protected the information that is 5 or less

Table 5.4 shows that for staff in the Agenda for Change contract grouping there is a white minority pay gap of -7.60%. When this is broken down further by AFC job family, it shows that the majority of staff in this ethnic grouping (78.85%) are employed in the Administrative Services job family. There are quite high pay gaps across the 3 main job families where most of that staff in this ethnic grouping are employed - Administrative Services (-8.29%), Healthcare Sciences (-6.82%) and Support Services (-9.39%).

Table 5.5 White Minority Ethnic Pay Gap Categorised by Pay Band/Grade

	White Minority Ethnic Group	White Scottish/British /Irish	Difference £	Difference %
Agenda for Change				
Band 2	£8.35	£8.66	£-0.31	-3.58%
Band 3	£9.55	£10.21	£-0.66	-6.46%
Band 4	£11.39	£11.35	£0.04	0.35%
Band 5	£12.96	£13.76	£-0.80	-5.81%
Band 6	£15.36	£16.55	£-1.19	-7.19%
Band 7	£19.80	£20.09	£-0.29	-1.44%
Band 8a	£23.63	£23.71	£-0.08	-0.34%
Band 8b	-	£28.64	-	-
Band 8c	*	£34.19	*	*
Band 8d/9	*	£42.51	*	*
Executive Level and Senior Managers	*	£39.45	*	*
Medical and Dental	*	£42.61	*	*

* NSS has gathered the equality information in line with the Data Protection Act 1998. Due to the sensitive nature of the equality information and where low numbers are reported we have protected the information that is 5 or less

Table 5.5 shows that a white minority pay gap exists across bands 2 – 8a with the exception of band 4, the highest being in band 6 (-7.19%). Staff who are in this ethnic group will be employed in posts that have been evaluated under the NHS Agenda for Change system and all staff in the same post will be in paid according to the band for that post. Therefore, differentials in pay are principally associated with length of service in grade, incremental placement in the band range and timing of incremental dates.

5.4 Non-white Minority Ethnic Pay Gap

Table 5.6 Non-white Minority Ethnic Pay Gap Categorised by Contract Grouping/Job Family and Headcount

	Non-White Minority Ethnic Group		White Scottish/British /Irish		Difference £	Difference %
	No of staff	Average basic hourly pay rate	No of staff	Average basic hourly pay rate		
Agenda for Change (Job family)	132	£15.83	3,142	£16.31	£-0.48	-2.94%

breakdown below)						
Administrative Services	92	£15.78	2,074	£17.12	-£1.34	-7.83%
Healthcare Sciences	28	£16.93	389	£17.44	-£0.51	-2.92%
Nursing and Midwifery	7	£15.27	345	£14.56	£0.71	4.88%
Allied Health Professionals, Personal and Social care Other therapeutic	-	-	11	£14.56	-	-
Support Services	*	*	323	£10.96	£0.38	3.47%
Executive Level and Senior Managers	-	-	33	£39.45	-	-
Medical and Dental	8	£39.33	46	£42.61	-£3.28	-7.70%

* NSS has gathered the equality information in line with the Data Protection Act 1998. Due to the sensitive nature of the equality information and where low numbers are reported we have protected the information that is 5 or less

Table 5.6 shows that for staff in the Agenda for Change contract grouping there is a Non-white minority pay gap of -2.94%. When this is broken down further by AFC job family, it shows that the majority of staff in this ethnic grouping (69.70%) are employed in Administrative Services where there is the highest pay gap of -7.83%. The Nursing job family shows a pay gap in favour of the non-White Ethnic grouping of 4.88%. Table 5.6 also shows a non-white minority ethnic pay gap of -7.70% in the Medical and Dental contract grouping.

Table 5.7 Non-white Minority Ethnic Pay Gap Categorised by Pay Band/Grade

	Non-White Minority Ethnic Group	White Scottish/British /Irish	Difference £	Difference %
Agenda for Change				
Band 2	*	£8.66	*	*
Band 3	£9.96	£10.21	-£0.25	-2.45%
Band 4	£11.27	£11.35	-£0.08	-0.70%
Band 5	£12.93	£13.76	-£0.83	-6.03%
Band 6	£15.93	£16.55	-£0.62	-3.75%
Band 7	£19.70	£20.09	-£0.39	-1.94%
Band 8a	£22.61	£23.71	-£1.10	-4.64%
Band 8b	*	£28.64	*	*
Band 8c	*	£34.19	*	*
Band 8d/9	-	£42.51	-	-

Executive Level and Senior Managers	-	£39.45	-	-
Medical and Dental	£39.33	£42.61	-£3.28	-7.70%

* NSS has gathered the equality information in line with the Data Protection Act 1998. Due to the sensitive nature of the equality information and where low numbers are reported we have protected the information that is 5 or less.

Table 5.7 shows that a non-white minority pay gap exists across bands 3 – 8a the highest being in band 5 (-6.03%). Staff who are in this ethnic group will be employed in posts that have been evaluated under the NHS Agenda for Change system and all staff in the same post will be paid according to the band for that post. Therefore, differentials in pay are principally associated with length of service in grade, incremental placement in the band range and incremental dates. The highest pay gap exists in the Medical and Dental grouping (-7.70%). This is in part associated with combining Consultant and Speciality Doctor/ Associate Specialists grades and in part associated with length of service in grade, incremental placement and timing of incremental dates.

6. **NSS Profile of Staff Who Have Disclosed a Disability and those who Have Not Disclosed a Disability**

6.1 Profile relating to Staff who have Disclosed that they have a Disability

The profile of the NSS Workforce in relation to staff who have disclosed that they have a disability compared with staff who have disclosed that they do not have a disability is illustrated in Table 6.1 below.

Table 6.1 - Disability including Overall Percentage of NSS Workforce

Disability	Female	Male	Total	% of Total NSS Headcount
Number of employees who have disclosed that they have a disability	46	24	70	1.94%
Number of employees who have disclosed that they do not have a disability	2,064	1,315	3,379	93.63%
Number of employees who did not provide information in relation to disability	116	44	160	4.43%
Totals	2,226	1,383	3609	

Table 6.1 shows that staff who have disclosed a disability account for 1.94% of the NSS workforce.

6.2 Pay Gap by Contract Grouping/AFC Job Family in relation to staff who have disclosed that they have a Disability

Pay Gap data comparing the average basis hourly rates of pay of NSS staff who have disclosed a disability with those who have disclosed that they do not have a disability categorised by Contract Grouping/AFC Job Family is illustrated in Table 6.2 below.

The pay gap has been calculated as the difference in the average basic hourly pay rate between staff

who have disclosed that they have a disability and staff who have disclosed that they do not have a disability, expressed as a percentage of the average pay rate of staff who have disclosed that they do not have a disability.

Note: It should be noted that this is the first pay gap report developed for NSS relating to NSS staff who have disclosed that they have a disability and there is no previous data on which to make comparisons. However, monitoring and analysis of the pay gap in relation to staff who have disclosed that they have a disability across NSS will be regularly undertaken going forward.

Table 6.2 Average Hourly Pay Rates and Pay Gap between Staff who have Disclosed a Disability and Staff who have Disclosed that they Do Not have a Disability, categorised by Job Family and Headcount.

	Staff who have disclosed that they have a Disability		Staff who have disclosed that they do not have a Disability		Difference £	Difference %
	No of staff	Average basic hourly pay rate	No of staff	Average basic hourly pay rate		
Agenda for Change (Job family breakdown below)	70	£14.80	3,289	£16.23	-£1.43	-8.81%
Administrative Services	59	£15.48	2,165	£17.07	-£1.59	-9.31%
Healthcare Sciences	*	*	416	£17.51	*	*
Nursing and Midwifery	*	*	356	£14.51	*	*
Allied Health Professionals, Personal and Social care Other therapeutic	-	-	12	£32.67	-	-
Support Services	6	£10.48	340	£10.87	-£0.39	-3.59%
Executive Level and Senior Managers	-	-	34	£39.60	-	-
Medical and Dental	-	-	56	£42.20	-	-

* NSS has gathered the equality information in line with the Data Protection Act 1998. Due to the sensitive nature of the equality information and where low numbers are reported we have protected the information that is 5 or less.

Table 6.2 shows that all NSS staff who have disclosed that they have a disability are employed under Agenda for Change terms and conditions and that 84.29% of these staff are employed in the Administrative Services job family.

The average rate of basic pay is lower for staff who have disclosed a disability than for those who have disclosed that they do not have a disability by 8.81%.

6.3 Pay Gap by Pay Band/Grade in relation to staff who have disclosed that they have a Disability

Pay Gap data comparing the average basic hourly rates of pay of NSS staff who have disclosed a

disability with those who have disclosed that they do not have a disability categorised by Pay Band/Grade is illustrated in Table 6.3 below.

Table 6.3 Average Hourly Pay Rates and Pay Gap between Staff who have Disclosed a Disability and Staff who have Disclosed that they Do Not have a Disability, categorised by Pay Band/Grade

	Staff who have disclosed that they have a Disability	Staff who have disclosed that they do not have a Disability	Difference £	Difference %
Agenda for Change				
Band 2	*	£8.63	*	*
Band 3	£9.97	£10.20	-£0.23	-2.25%
Band 4	£11.06	£11.36	-£0.30	-2.64%
Band 5	£13.07	£13.66	-£0.59	-4.32%
Band 6	£16.45	£16.54	-£0.09	-0.54%
Band 7	£19.37	£20.09	-£0.72	-3.58%
Band 8a	*	£23.68	*	*
Band 8b	*	£28.72	*	*
Band 8c	*	£34.32	*	*
Band 8d/9	-	£42.12	-	-
Executive Level and Senior Managers	-	£39.60	-	-
Medical and Dental	-	£42.20	-	-

* NSS has gathered the equality information in line with the Data Protection Act 1998. Due to the sensitive nature of the equality information and where low numbers are reported we have protected the information that is 5 or less.

It should be noted that 90% of the staff who have disclosed a disability are attached to bands 3-7 and that the highest pay gap sits within band 5 (-4.32%). Initial analysis does not suggest any particular anomalies within this group. Length of service in the AFC pay band salary range, incremental placement and timing of incremental dates are considered to be the key contributory factors to the size of the pay gap.

7. Conclusion

The majority of staff across NSS (97.45%) are employed on Nationally agreed Agenda for Change terms and conditions where their grade is determined through the application of the NHS Job Evaluation Scheme which solely evaluates the post content. Similar arrangements apply with respect to the Nationally agreed Medical and Dental terms and conditions and the Executive Level/Senior Manager cohort. Therefore differences in pay relating to gender, ethnicity or disability will be closely associated with factors such as band/grade ranges and incremental placement, timing of incremental dates and length of service in grade.

The report has identified issues which will be explored further over the coming months, including:

- a greater proportion of males than females occupy the highest salaried posts under Agenda for Change and in the Executive Level/Senior Manager cohort within NSS .
- a higher proportion of staff who have disclosed a disability are employed in Administrative Services as opposed to other job families and in the lower AFC pay bands (bands 3 – 7) compared with those who have disclosed that they do not have a disability.
- The highest pay gap within the ethnic groupings for staff who are on Agenda for Change is in the white minority ethnic grouping which sits at -7.60% compared with -2.78% overall race pay gap and -2.94% non-white minority pay gap.

NSS will continue to monitor and review the pay gaps relating to gender, ethnic grouping and for staff who have disclosed a disability over the coming months, exploring anomalies and areas of concern, identifying trends and formally reporting on findings/progress at least annually.