



**THE STATE HOSPITALS BOARD FOR SCOTLAND**  
**Gender Pay Gap Report**  
**1 April 2022 – 31 March 2023**

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## 1. Introduction

The State Hospitals Board for Scotland 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, regardless of their age, disability, ethnicity or race, gender reassignment, marital or civil partnership status, pregnancy, political beliefs, religion or belief, sex or sexual orientation.

The State Hospitals Board for Scotland understands that the right to equal pay between women and men is a legal right under UK government law for any employer with 250 or more employees on a specific date each year.

The gender pay gap measures the difference between men and women's average earnings in an organisation. The law states that an employer with an effective equal pay policy can still have a gender pay gap. For example, this can happen if the majority of women are in lower-paid jobs.

The data within this report is calculated based on the 719 employees employed throughout 2022/23 and is calculated by Mean data which 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.

| Gender Breakdown |       |            |
|------------------|-------|------------|
|                  | Count | Percentage |
| Male             | 292   | 40.61%     |
| Female           | 427   | 59.39%     |

## 2. National Terms and Conditions

The State Hospital employs staff on nationally negotiated and agreed NHS contracts of employment which includes provisions on pay, pay progression and terms and conditions of employment. These include National Health Service Agenda for Change (AfC) Contract and Terms & Conditions of employment, NHS Consultant Contract of Employment and Specialty Doctor Contract of Employment.

Some staff are employed on the NHS Scotland Executive Contracts which are evaluated using national grading policies with prescribed pay range and terms of conditions of employment.

Staff employed under AfC 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 job. As such, all employees aligned to the same post/job description will be paid, regardless of gender, 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 applies on an annual basis. This means that commencing salary, length of service in grade and timing of each employee's yearly incremental date will have a direct influence on the pay gap within this contract group.

### 3. Overall Pay Gap at The State Hospitals Board for Scotland

The table below provides mean gender pay gap data for the organisation as a whole:

| Overall Pay Gap |        |
|-----------------|--------|
| Male            | £17.88 |
| Female          | £16.80 |
| Difference      | £1.08  |
| % Pay Gap*      | 6.04%  |

\*Please Note - The pay gap is the monetary difference in the mean hourly rate of pay, expressed as a percentage of the male hourly rate.

### 4. Average hourly rate by pay quartile

This section of the report provides data on the proportion of males and females within each pay quartile. By ranking all employees from lowest to highest paid then dividing this list into four equal groups it is possible to identify four pay quartiles. In doing so, this provides information on how male and female employees are distributed across the organisation in terms of pay. Against each pay quartile the proportion of males and females is listed along with the average hourly rates of pay.

While some slight pay differentials are noted this is to do with the makeup of the workforce and the length of service and which pay point individuals have reached on their scale. The pay scales are national pay scales with clear rules and guidelines as to how individual should be placed and progress through their pay scale.

| AFC Bands 2-3              |        |        |
|----------------------------|--------|--------|
|                            | Female | Male   |
| Number of Employees        | 170    | 117    |
| % of headcount in quartile | 60.28% | 39.72% |
| Mean Average Hourly Rate   | 12.48  | 12.64  |

| AFC Bands 4-5              |        |        |
|----------------------------|--------|--------|
|                            | Female | Male   |
| Number of Employees        | 159    | 104    |
| % of headcount in quartile | 60.46% | 39.54% |
| Mean Average Hourly Rate   | 15.09  | 15.37  |

| AFC Bands 6-7              |        |        |
|----------------------------|--------|--------|
|                            | Female | Male   |
| Number of Employees        | 62     | 45     |
| % of headcount in quartile | 57.94% | 42.06% |
| Mean Average Hourly Rate   | 21.64  | 21.66  |

| AFC Bands 8, SM and MD     |        |        |
|----------------------------|--------|--------|
|                            | Female | Male   |
| Number of Employees        | 36     | 26     |
| % of headcount in quartile | 58.06% | 41.94% |
| Mean Average Hourly Rate   | 34.93  | 34.80  |

## 5. Mean Pay Gap Between Staff Grouping

State Hospital staff are employed under three distinct contract groupings - Agenda for Change (AFC), Executive Level and Senior Managers (EL/SM) and Medical (M) - each with a separate set of pay, terms and conditions of employment.

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

| Agenda for Change Pay Gap |                  |
|---------------------------|------------------|
|                           | Mean Hourly Rate |
| Male (277 employees)      | £16.70           |
| Female (418 employees)    | £16.50           |
| Difference                | £0.20            |
| % Pay Gap                 | 1.19%            |

| Executive Level and Senior Manager Pay Gap including Non-Executives |                  |
|---|------------------|
|   | Mean Hourly Rate |
| Male (8 employees)  | £31.89           |
| Female (3 employees)  | £21.07           |
| Difference  | £10.82           |
| % Pay Gap*  | 33.93%           |

| Medical Pay Gap      |                  |
|----------------------|------------------|
|                      | Mean Hourly Rate |
| Male (7 employees)   | £48.74           |
| Female (6 employees) | £44.25           |
| Difference           | £4.49            |
| % Pay Gap            | 9.21%            |

## 6. Analysis of Equal Pay at The State Hospitals Board for Scotland

### Agenda for Change

The largest contract group within the State Hospital comprises of staff who are employed on Agenda for Change (AFC) terms and conditions. This cohort shows a mean gender pay gap of 1.19% in favour of males.

The specific data for this cohort confirms that females are the dominant gender in the majority of AFC pay bands. One reason for this is that administrative and nursing / caring roles traditionally comprise of female employees. Traditionally within the UK workforce, female staff are more likely to work part time, the State Hospital is no different.

Analysis shows that out of the top 20 highest hourly earners within AfC, 15 are female as there is a higher percentage of females in higher AfC grades. Many of the pay gaps can be attributed to length of service with longer serving employees earning more.

### Medical

The Medical cohort, consisting of such posts as Consultants and Specialty Doctors shows a mean gender pay gap of 9.21% in favour of males.

It should be noted that Medical 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. Consultants also can participate in discretionary points scheme which is also included within their salaries.

Further analysis of the pay data for this cohort confirms that females are the more dominant gender within the Specialty Doctor position which attracts a lower salary scale to that of Consultants.

### **Executive Level and Senior Management**

The smallest contract grouping within the State Hospital comprises of staff employed on Executive Level and Senior Management (EL/SM) terms and conditions. Salary progression within the minima and maxima salary range of each EL/SM 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.

6 of the 11 members of the EL/SM grouping are Non-Executive Directors whose pay is set by the Scottish Government as a fee for a firm commitment to spend 52 days per year, or an average of eight hours per week on Board business.

Additionally, it should be noted that in the year 2022/23 two female members of the Executive Management team were on Secondment to the State Hospital and their salaries are not included within the report as these were paid by their substantive employers.

## Appendix A

| Job Family (Derived)           | Pay Band Derived | New Female Count | New Male Count | Gender Pay Gap Male to Female | Employee Count |
|--------------------------------|------------------|------------------|----------------|-------------------------------|----------------|
|                                | Band 2           | 2                | 0              | 0.00%                         | 2              |
|                                | Band 3           | 26               | 4              | -0.65%                        | 30             |
|                                | Band 4           | 25               | 0              | 0.00%                         | 25             |
|                                | Band 5           | 15               | 5              | -5.15%                        | 20             |
|                                | Band 6           | 12               | 4              | 0.01%                         | 16             |
|                                | Band 7           | 3                | 4              | -7.20%                        | 7              |
|                                | Band 8A          | 5                | 2              | -0.76%                        | 7              |
|                                | Band 8B          | 3                | 2              | 3.56%                         | 5              |
|                                | Band 8C          | 2                | 0              | 0.00%                         | 2              |
| <b>ADMINISTRATIVE SERVICES</b> | Sum:             | 93               | 21             | -10.19%                       | 114            |

| Job Family (Derived)            | Pay Band Derived | New Female Count | New Male Count | Gender Pay Gap Male to Female | Employee Count |
|---------------------------------|------------------|------------------|----------------|-------------------------------|----------------|
|                                 | Band 4           | 4                | 1              | 5.99%                         | 5              |
|                                 | Band 5           | 6                | 0              | 0.00%                         | 6              |
|                                 | Band 6           | 3                | 0              | 0.00%                         | 3              |
|                                 | Band 7           | 3                | 0              | 0.00%                         | 3              |
|                                 | Band 8A          | 2                | 0              | 0.00%                         | 2              |
| <b>ALLIED HEALTH PROFESSION</b> | Sum:             | 18               | 1              | 5.99%                         | 19             |

| Job Family (Derived)      | Pay Band Derived | New Female Count | New Male Count | Gender Pay Gap Male to Female | Employee Count |
|---------------------------|------------------|------------------|----------------|-------------------------------|----------------|
|                           | L003F            | 3                | 6              | 5.03%                         | 9              |
|                           | L133F            | 1                | 0              | 0.00%                         | 1              |
|                           | L322E            | 2                | 1              | -9.65%                        | 3              |
| <b>MEDICAL AND DENTAL</b> | Sum:             | 6                | 7              | -4.62%                        | 13             |

| Job Family (Derived)     | Pay Band Derived | New Female Count | New Male Count | Gender Pay Gap Male to Female | Employee Count |
|--------------------------|------------------|------------------|----------------|-------------------------------|----------------|
|                          | Band 3           | 59               | 73             | 1.14%                         | 132            |
|                          | Band 4           | 10               | 15             | 4.16%                         | 25             |
|                          | Band 5           | 91               | 75             | 3.88%                         | 166            |
|                          | Band 6           | 20               | 18             | 3.76%                         | 38             |
|                          | Band 7           | 13               | 11             | 1.70%                         | 24             |
|                          | Band 8A          | 2                | 2              | -3.97%                        | 4              |
|                          | Band 8B          | 2                | 0              | 0.00%                         | 2              |
|                          | Band 8C          | 2                | 1              | 1.35%                         | 3              |
| <b>NURSING/MIDWIFERY</b> | Sum:             | 199              | 195            | 12.02%                        | 394            |

| Job Family (Derived)     | Pay Band Derived | New Female Count | New Male Count | Gender Pay Gap Male to Female | Employee Count |
|--------------------------|------------------|------------------|----------------|-------------------------------|----------------|
|                          | Band 5           | 3                | 2              | -12.73%                       | 5              |
|                          | Band 6           | 3                | 1              | 2.81%                         | 4              |
|                          | Band 8A          | 3                | 0              | 0.00%                         | 3              |
|                          | Band 8B          | 2                | 0              | 0.00%                         | 2              |
|                          | Band 8C          | 3                | 1              | 0.00%                         | 4              |
|                          | Band 8D          | 1                | 0              | 0.00%                         | 1              |
| <b>OTHER THERAPEUTIC</b> | Sum:             | 15               | 4              | -9.91%                        | 19             |

| Job Family (Derived)   | Pay Band Derived | New Female Count | New Male Count | Gender Pay Gap Male to Female | Employee Count |
|------------------------|------------------|------------------|----------------|-------------------------------|----------------|
|                        | C150B            | 0                | 1              | 0.00%                         | 1              |
|                        | C155A            | 3                | 2              | 0.00%                         | 5              |
|                        | C172A            | 0                | 2              | 0.00%                         | 2              |
|                        | C173A            | 0                | 2              | 0.00%                         | 2              |
|                        | C174A            | 0                | 1              | 0.00%                         | 1              |
| <b>SENIOR MANAGERS</b> | Sum:             | 3                | 8              | -33.93%                       | 11             |

| Job Family (Derived) | Pay Band Derived | New Female Count | New Male Count | Gender Pay Gap Male to Female | Employee Count |
|----------------------|------------------|------------------|----------------|-------------------------------|----------------|
|                      | Band 2           | 61               | 11             | -0.02                         | 72             |
|                      | Band 3           | 22               | 29             | -0.61%                        | 51             |



|                         |             |            |            |               |            |
|-------------------------|-------------|------------|------------|---------------|------------|
|                         | Band 4      | 4          | 1          | -6.58%        | 5          |
|                         | Band 5      | 1          | 5          | 14.24%        | 6          |
|                         | Band 6      | 3          | 2          | -1.27%        | 5          |
|                         | Band 7      | 2          | 5          | 2.17%         | 7          |
|                         | Band 8B     | 0          | 2          | 0.00%         | 2          |
|                         | Band 8C     | 0          | 1          | 0.00%         | 1          |
| <b>SUPPORT SERVICES</b> | Sum:        | 93         | 56         | 6.28%         | 149        |
|                         | <b>Sum:</b> | <b>427</b> | <b>292</b> | <b>93.46%</b> | <b>719</b> |