



The State Hospital Equal Pay Monitoring Report 1 April 2023 - 31 March 2024



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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 643 employees employed at 31 March 2024 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	250	38.90%
Female	393	61.10%

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:

Gender	Pay £ / Gap %
Male	£19.64
Female	£18.49
Difference	£1.15
% Pay Gap*	6.03%

*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. Hourly Rate is calculated as ('Contracted Hours' x 52.179) / (Annual Salary * WTE).

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	147	109
% of headcount in quartile	57.40%	42.60%
Mean Average Hourly Rate	£13.63	£13.74

AFC Bands 4-5	Female	Male
Number of Employees	158	70
% of headcount in quartile	69.30%	30.70%
Mean Average Hourly Rate	£16.40	£16.53

AFC Bands 6-7	Female	Male
Number of Employees	60	46
% of headcount in quartile	56.60%	43.40%
Mean Average Hourly Rate	£22.98	£22.85

AFC Bands 8, SM and MD	Female	Male
Number of Employees	34	26
% of headcount in quartile	56.70%	43.30%
Mean Average Hourly Rate	£38.02	£37.88

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 (236 employees)	£17.94
Female (386 employees)	£17.99
Difference	£0.05
% Pay Gap	0.27%

Executive Level and Senior Manager Pay Gap excluding Non-Executives	Mean Hourly Rate
Male (5 employees)	£40.97
Female (1 employee)	£41.71
Difference	£0.74
% Pay Gap	1.79%

Medical Pay Gap	Mean Hourly Rate
Male (9 employees)	£52.55
Female (6 employees)	£47.20
Difference	£5.35
% Pay Gap	10.72%

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 0.27% in favour of females.

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. This group also includes a greater proportion of females within higher bandings, 27 females within Bands 8A to 8D compared with 12 males.

Medical

The Medical cohort, consisting of such posts as Consultants and Specialty Doctors shows a mean gender pay gap of 10.72% 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.

Senior Manager rate is based on grade step point, rather than personal salary value.

This information does not include 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.

7. Mean Pay Gap by Ethnic Group

This information is presented in order of the mean hourly rates of pay (from lowest to highest). This enables easy comparison between ethnic groups, within the current reporting year. The table contains headcount information alongside the mean hourly rates of pay for each ethnic grouping.

Information has been gathered from Employee Support System (eESS). Since launching eESS Self Service in January 2023 the quality of workforce information has improved considerably, this allows better visibility of data. Work continues annually in improve information.

It should be noted that all employees in the same post will be paid, regardless of ethnicity, according to the band for that post – which has been graded/evaluated according to the skills and responsibility requirements of the role. Additionally, contractual terms and conditions have been applied consistently to all staff within each ethnicity grouping. This includes new start salary placement, promotion rules and incremental progression.

The below report does not include those who selected 'prefer not to say' or 'don't know'.

Data has been excluded for those groups with under 5.

Ethnic Group	Headcount	Mean Hourly Rate
Mixed or Multiple Ethnic Group	*	£12.10
Asian - Other	*	£13.14
Caribbean or Black - Caribbean, Caribbean Scottish or Caribbean British	*	£13.19
Other Ethnic Group - Other	*	£14.24
White - Irish	8	£18.53
African - African, African Scottish or African British	*	£19.75
White - Other	12	£21.31
White - Other British	44	£24.24
Asian - Chinese, Chinese Scottish or Chinese British	*	£24.87
White - Scottish	387	£27.75
Asian - Indian, Indian Scottish or Indian British	*	£32.40

8. Mean Pay Gap by Disability Grouping

The State Hospital disability profile splits employees into two high level groups that of:

- Employees who have disclosed that they have a disability.
- Employees who have disclosed that they do not have a disability.

4.5% of the State Hospital workforce have disclosed a disability. It should be noted, that all employees in the same post, regardless of any disclosed disability, will be paid according to the band for that post which has been graded/evaluated according to the skills and responsibility requirements of the role.

The table below contains headcount information alongside the mean hourly rates of pay for these groups and confirmation of the pay gap. The below report does not include those who selected 'prefer not to say' or 'don't know'.

Mean Pay Gap	£/%
Employees who have disclosed that they have a disability (29 Employees)	£26.39
Employees who have disclosed that they do not have a disability (375 Employees)	£25.94
Difference	£0.45
% Pay Gap*	1.72%

9. The State Hospital Equal Pay Statement 2024

This statement has been agreed in partnership and will be reviewed on a regular basis by the State Hospital Partnership Forum and Staff Governance Committee. The State Hospital 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 age, disability, ethnicity or race, gender reassignment, marital or civil partnership status, pregnancy, political beliefs, religion or belief, sex or sexual orientation.

The State Hospital understands that the right to equal pay between women and men is a legal right under both domestic and European law. In addition, the Equality Act 2010 (Specific Duties) (Scotland) Regulations 2012 requires The State Hospital to publish pay gap information on a bi-annual basis. The State Hospital must also publish information on occupational segregation within its workforce, being the concentration of women and men, persons who are disabled and those who are not, and persons who fall into a minority racial group and persons who do not, in particular grades and in particular occupations.

It is good practice and reflects the values of the State Hospital that pay is awarded fairly and equitably. The State Hospital 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 operate pay systems which are transparent, based on objective criteria and free from unlawful bias. The State Hospital also recognises underlying drivers of pay inequality, including occupational segregation, inequality of unpaid care between men and women, lack of flexible working opportunities, and traditional social attitudes, and will take steps within its remit to address those factors in ways that achieve the aims of the NHSScotland Staff Governance Standard and the Equality Duty.

In line with the General Duty of the Equality Act 2010, the State Hospital objectives are 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.
- Promote good relations between people sharing different protected characteristics in the implementation of equal pay.

The State Hospital will:

- Ensure there are communication systems in place to inform employees on how pay practices work and how their own pay is determined. Included will be information about what policies exist to deal with any concerns about their pay.
- Ensure that all managers and those involved in making decisions about pay, benefits and grading decisions are provided with training, policies and guidance to enable consistent and fair practice.
- Continuously monitor 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 the impact of our practices in line with the requirements of the Equality Act 2010.
- Ensure that equal pay is central to our commitment to fair organisational change, and that the outcomes for staff in relation to equal pay and occupational segregation are monitored.
- Develop and implement a planned programme of equal pay reviews in line with Equality and Human Rights Commission guidance which will be developed in partnership with Trade Unions and Professional organisations.

Responsibility for implementing this policy is held by the State Hospital Chief Executive.

The State Hospital takes matters of equal pay, equality and inclusion seriously. It is committed to the principles of equality, diversity and human rights in employment and aims to ensure that all members of staff are treated fairly and consistently; in accordance with the Staff Governance Standard, employment legislation and best practice. If a member of staff wishes to raise a concern, they should do so informally in the first instance with their Line Manager. If the issue is not resolved informally, staff can use the NHSScotland Workforce Grievance Policy to formally raise their concerns.

10. Appendix A - Gender Pay Gap Data

JOB FAMILY – ADMINISTRATIVE SERVICES

Grade Name	Female Headcount	Female Percentage	Female Average Hourly Rate £	Male Headcount	Male Percentage	Male Average Hourly Rate £	Total	Total	Total
Band 2	1	100.0%	13.14				1	100.0%	13.14
Band 3	21	77.8%	13.89	6	22.2%	13.89	27	100.0%	13.89
Band 4	27	96.4%	15.27	1	3.6%	14.29	28	100.0%	15.24
Band 5	16	88.9%	17.65	2	11.1%	17.58	18	100.0%	17.64
Band 6	12	66.7%	21.53	6	33.3%	20.88	18	100.0%	21.31
Band 7	3	37.5%	25.56	5	62.5%	24.68	8	100.0%	25.01
Band 8A	3	50.0%	30.30	3	50.0%	31.08	6	100.0%	30.69
Band 8B	4	66.7%	34.85	2	33.3%	34.85	6	100.0%	34.85
Band 8C	3	100.0%	42.15				3	100.0%	42.15
TOTAL	90	78.3%	18.79	25	21.7%	21.78	115	100.0%	19.44

JOB FAMILY – ALLIED HEALTH PROFESSIONS

Grade Name	Female Headcount	Female Percentage	Female Average Hourly Rate £	Male Headcount	Male Percentage	Male Average Hourly Rate £	Total	Total	Total
Band 4	3	75.0%	15.13	1	25.0%	15.55	4	100.0%	15.24
Band 5	4	100.0%	16.62				4	100.0%	16.62
Band 6	2	100.0%	20.03				2	100.0%	20.03
Band 7	2	100.0%	25.91				2	100.0%	25.91
Band 8A	2	100.0%	29.52				2	100.0%	29.52
TOTAL	13	92.9%	20.21	1	7.1%	15.55	14	100.0%	19.88

JOB FAMILY – NURSING AND MIDWIFERY

Grade Name	Female Headcount	Female Percentage	Female Average Hourly Rate £	Male Headcount	Male Percentage	Male Average Hourly Rate £	Total	Total	Total
Band 3	47	42.3%	14.17	64	57.7%	14.22	111	100.0%	14.20
Band 4	10	38.5%	15.17	16	61.5%	15.47	26	100.0%	15.36
Band 5	91	68.4%	17.89	42	31.6%	18.65	133	100.0%	18.13
Band 6	24	58.5%	21.48	17	41.5%	22.52	41	100.0%	21.90
Band 7	12	54.5%	25.96	10	45.5%	25.97	22	100.0%	25.97
Band 8A	2	50.0%	30.69	2	50.0%	29.52	4	100.0%	30.11
Band 8B	1	100.0%	37.28				1	100.0%	37.28
Band 8C	2	100.0%	42.64				2	100.0%	42.64
TOTAL	186	55.2%	18.31	151	44.8%	17.50	337	100.0%	17.95

JOB FAMILY – OTHER THERAPEUTIC

Grade Name	Female Headcount	Female Percentage	Female Average Hourly Rate £	Male Headcount	Male Percentage	Male Average Hourly Rate £	Total	Total	Total
Band 5	3	60.0%	16.02	2	40.0%	15.66	5	100.0%	15.87
Band 6	2	66.7%	20.03	1	33.3%	19.60	3	100.0%	19.88
Band 8A	2	66.7%	30.69	1	33.3%	29.52	3	100.0%	30.30
Band 8B	3	100.0%	34.85				3	100.0%	34.85
Band 8C	4	80.0%	42.64	1	20.0%	41.16	5	100.0%	42.34
Band 8D	1	100.0%	48.87				1	100.0%	48.87
TOTAL	14	73.7%	31.56	5	26.3%	24.32	19	100.0%	29.75

JOB FAMILY – SUPPORT SERVICES

Grade Name	Female Headcount	Female Percentage	Female Average Hourly Rate £	Male Headcount	Male Percentage	Male Average Hourly Rate £	Total	Total	Total
Band 2	61	84.7%	12.85	11	15.3%	12.76	72	100.0%	12.84
Band 3	17	37.8%	14.11	28	62.2%	14.12	45	100.0%	14.12
Band 4				1	100.0%	15.55	1	100.0%	15.55
Band 5	4	44.4%	17.42	5	55.6%	19.51	9	100.0%	18.58
Band 6	1	25.0%	20.46	3	75.0%	20.17	4	100.0%	20.24
Band 7	2	33.3%	25.91	4	66.7%	26.14	6	100.0%	26.06
Band 8B				2	100.0%	34.85	2	100.0%	34.85
Band 8C				1	100.0%	44.12	1	100.0%	44.12
TOTAL	85	60.7%	13.71	55	39.3%	16.87	140	100.0%	14.95

TOTAL – FOR FIVE JOB FAMILIES ABOVE

Grade Name	Female Headcount	Female Percentage	Female Average Hourly Rate £	Male Headcount	Male Percentage	Male Average Hourly Rate £	Total	Total	Total
Total	386	62.1%	17.99	236	37.9%	17.94	622	100.0%	17.97

JOB FAMILY – SENIOR MANAGERS

Grade Name	Female Headcount	Female Percentage	Female Average Hourly Rate £	Male Headcount	Male Percentage	Male Average Hourly Rate £	Total	Total	Total
EXECUTIVE/SENIOR MANAGER GRADE C				2	100.0%	37.24	2	100.0%	37.24
EXECUTIVE/SENIOR MANAGER GRADE D	1	33.3%	41.71	2	66.7%	41.71	3	100.0%	41.71
EXECUTIVE/SENIOR MANAGER GRADE E				1	100.0%	46.98	1	100.0%	46.98
SENIOR MANAGERS Total	1	16.7%	41.71	5	83.3%	40.97	6	100.0%	41.10
Total	1	16.7%	41.71	5	83.3%	40.97	6	100.0%	41.10

JOB FAMILY – MEDICAL AND DENTAL

Grade Name	Female Headcount	Female Percentage	Female Average Hourly Rate £	Male Headcount	Male Percentage	Male Average Hourly Rate £	Total	Total	Total
Consultant	4	33.3%	55.51	8	66.7%	55.63	12	100.0%	55.59
Specialty Doctor	2	66.7%	30.57	1	33.3%	27.88	3	100.0%	29.68
MEDICAL AND DENTAL Total	6	40.0%	47.20	9	60.0%	52.55	15	100.0%	50.41
Total	6	40.0%	47.20	9	60.0%	52.55	15	100.0%	50.41