

EQUAL PAY - SALARY REVIEW January 2012

A preliminary review of equal pay (salary) has been undertaken for a sample of Agenda for Change bands, to establish whether there are any gender differences in the salaries of staff within each grade/band.

Job evaluation is undertaken using Agenda for Change. This is a national NHS job evaluation scheme, used to determine the grading/banding for each job/role within the Trust, with the exception of medical staff, senior management and executive Directors. Each band has a number of difference jobs/roles within it. However, the jobs/roles within each band have been evaluated as being of equal value using the job evaluation scheme.

For the purpose of this exercise a variety of Agenda for Change bandings were reviewed. To ensure a 'like for like' comparison the salaries used are that of a full time equivalent member of staff. Data from the NOC payroll has not been added. The following tables show the findings.

BAND 2 roles	Number of employees	Average Salary	Median Salary
Female	1002	15,600	15,444
Male	303	15,295	15,029
Total/Average	1305	15,529	15,444

BAND 5 roles	Number of employees	Average Salary	Median Salary
Female	2057	25,008	25,528
Male	296	24,906	25,528
Total/Average	2353	24,995	25,528

BAND 7 roles	Number of employees	Average Salary	Median Salary
Female	770	37,718	38,851
Male	140	37,636	38,851
Total/Average	910	37,705	38,851

BAND 8a roles	Number of employees	Average Salary	Median Salary
Female	153	45,118	46,621
Male	88	45,433	46,621
Total/Average	241	45,233	46,621

- *The median salary for Band 8a roles is the maximum salary on the band*

SUMMARY OF FINDINGS

With the exception of Band 2 roles, the median salary point for male and female employees is identical. This is to be expected with detailed guidance on appointment to the band and incremental progression being automatic within the payroll system; the band gateways are rarely used.

FURTHER ANALYSIS (Band 2 roles)

The gender difference seen for Band 2 roles, where the median salary point for male employees is one less increment than that of female employees, reflects the shorter NHS service of male employees, see table below.

BAND 2 roles	Average NHS Service	Median NHS Service
Female	6.8 years	6.2 years
Male	4.7 years	3.4 years

NEXT STEPS

1. Review equal pay for work of equal value for other protected characteristics e.g. race
2. Review for medical positions