

## NHSGGC Equal Pay Statement April 2025 - Analysis of Gender

Gender:

Job Family	F-GC as			M-GC			BHR		Total GC	Average BHR
	F-GC	% of JF total	F-GC average BHR	M-GC	M-GC as % of JF total	M-GC average BHR	BHR Variance (£)	BHR Variance (%)		
<b>Administrative Services</b>	4947	82%	17.17	1059	18%	19.97	2.80	14%	6006	17.66
<b>Allied Health Profession</b>	2968	85%	22.81	516	15%	22.15	-0.66	-3%	3484	22.71
<b>Dental Support</b>	366	93%	17.30	27	7%	21.58	4.28	20%	393	17.59
<b>Healthcare Sciences</b>	1593	67%	21.86	797	33%	21.73	-0.14	-1%	2390	21.82
<b>Medical Support</b>	137	72%	19.07	54	28%	20.08	1.01	5%	191	19.35
<b>Nursing and Midwifery</b>	16699	89%	20.29	2125	11%	19.21	-1.08	-6%	18824	20.17
<b>Other Therapeutic</b>	1624	84%	25.59	319	16%	25.35	-0.24	-1%	1943	25.55
<b>Personal and Social Care</b>	250	84%	24.56	49	16%	26.44	1.88	7%	299	24.87
<b>Support Services</b>	2465	55%	14.17	2003	45%	15.40	1.23	8%	4468	14.72
<b>Agenda for Change Staff</b>	<b>31049</b>	<b>82%</b>	<b>18.80</b>	<b>6949</b>	<b>18%</b>	<b>18.10</b>	<b>-0.70</b>	<b>-4%</b>	<b>37998</b>	<b>18.67</b>
<b>Medical and Dental Staff</b>	<b>2218</b>	<b>53%</b>	<b>41.91</b>	<b>1948</b>	<b>47%</b>	<b>45.32</b>	<b>3.41</b>	<b>8%</b>	<b>4166</b>	<b>43.50</b>
Consultant	897	47%	60.21	998	53%	61.65	1.44	2%	1895	60.97
Other	282	69%	46.22	127	31%	46.10	-0.12	0%	409	46.18
Training Grades	1039	56%	24.94	823	44%	25.39	0.45	2%	1862	25.14
<b>Senior Managers</b>	<b>20</b>	<b>51%</b>	<b>55.92</b>	<b>19</b>	<b>49%</b>	<b>51.54</b>	<b>-4.38</b>	<b>-8%</b>	<b>39</b>	<b>53.78</b>
<b>Total for Organisation</b>	<b>33287</b>	<b>79%</b>	<b>20.10</b>	<b>8916</b>	<b>21%</b>	<b>23.20</b>	<b>3.10</b>	<b>13%</b>	<b>42203</b>	<b>20.75</b>

F-GC = Female gender count

M-GC = Male gender count

JF = Job Family

BHR = Basic Hourly Rate

BHR Variance (£) = Male BHR less Female BHR

## NHSGGC Equal Pay Statement April 2025 - Analysis of Gender for Part-time staff

Gender:

Job Family	F-GC as			M-GC			BHR		Total GC	Average BHR
	F-GC	% of JF total	F-GC average BHR	M-GC	M-GC as % of JF total	M-GC average BHR	BHR Variance (£)	BHR Variance (%)		
<b>Administrative Services</b>	1985	92%	15.83	169	8%	16.21	0.39	2%	2154	15.86
<b>Allied Health Profession</b>	1448	94%	23.94	90	6%	22.35	-1.59	-7%	1538	23.84
<b>Dental Support</b>	205	98%	17.05	5	2%	23.10	6.05	26%	210	17.19
<b>Healthcare Sciences</b>	595	86%	21.90	94	14%	19.66	-2.24	-11%	689	21.59
<b>Medical Support</b>	30	73%	20.14	11	27%	23.03	2.89	13%	41	20.91
<b>Nursing and Midwifery</b>	7146	95%	20.25	370	5%	19.07	-1.18	-6%	7516	20.19
<b>Other Therapeutic</b>	710	91%	28.84	72	9%	28.47	-0.36	-1%	782	28.80
<b>Personal and Social Care</b>	122	93%	23.82	9	7%	29.50	5.69	19%	131	24.21
<b>Support Services</b>	2061	75%	13.78	696	25%	13.92	0.14	1%	2757	13.82
<b>Agenda for Change Staff</b>	14302	90%	18.80	1516	10%	18.10	-0.70	-4%	15818	18.67
<b>Medical and Dental Staff</b>	725	72%	47.87	285	28%	52.00	4.13	8%	1010	49.04
Consultant	289	65%	61.52	153	35%	64.21	2.69	4%	442	62.45
Other	222	79%	47.40	60	21%	49.23	1.82	4%	282	47.79
Training Grades	214	75%	29.92	72	25%	28.38	-1.54	-5%	286	29.53
<b>Senior Managers</b>	3	50%	45.90	3	50%	54.54	8.64	16%	6	50.22
<b>Total for Organisation</b>	15030	89%	20.10	1804	11%	23.20	3.10	13%	16834	20.75

F-GC = Female gender count

M-GC = Male gender count

JF = Job Family

BHR = Basic Hourly Rate

BHR Variance (£) = Male BHR less Female BHR

## NHSGGC Equal Pay Statement April 2025 - Analysis of Gender for Full-time staff

Gender:

Job Family	F-GC as			M-GC			BHR		Total GC	Average BHR
	F-GC	% of JF total	F-GC average BHR	M-GC	M-GC as % of JF total	M-GC average BHR	BHR Variance (£)	BHR Variance (%)		
<b>Administrative Services</b>	2962	77%	18.07	890	23%	20.69	2.62	13%	3852	18.67
<b>Allied Health Profession</b>	1520	78%	21.73	426	22%	22.10	0.38	2%	1946	21.81
<b>Dental Support</b>	161	88%	17.61	22	12%	21.23	3.62	17%	183	18.05
<b>Healthcare Sciences</b>	998	59%	21.84	703	41%	22.00	0.16	1%	1701	21.91
<b>Medical Support</b>	107	71%	18.77	43	29%	19.33	0.56	3%	150	18.93
<b>Nursing and Midwifery</b>	9553	84%	20.32	1755	16%	19.24	-1.08	-6%	11308	20.15
<b>Other Therapeutic</b>	914	79%	23.08	247	21%	24.44	1.36	6%	1161	23.37
<b>Personal and Social Care</b>	128	76%	25.26	40	24%	25.75	0.49	2%	168	25.38
<b>Support Services</b>	404	24%	16.15	1307	76%	16.19	0.04	0%	1711	16.18
<b>Agenda for Change Staff</b>	<b>16747</b>	<b>76%</b>	<b>18.80</b>	<b>5433</b>	<b>24%</b>	<b>18.10</b>	<b>-0.70</b>	<b>-4%</b>	<b>22180</b>	<b>18.67</b>
<b>Medical and Dental Staff</b>	<b>1493</b>	<b>47%</b>	<b>39.02</b>	<b>1663</b>	<b>53%</b>	<b>44.17</b>	<b>5.16</b>	<b>12%</b>	<b>3156</b>	<b>41.73</b>
Consultant	608	42%	59.59	845	58%	61.19	1.60	3%	1453	60.52
Other	60	47%	41.84	67	53%	43.30	1.47	3%	127	42.61
Training Grades	825	52%	23.65	751	48%	25.11	1.46	6%	1576	24.34
<b>Senior Managers</b>	<b>17</b>	<b>52%</b>	<b>57.69</b>	<b>16</b>	<b>48%</b>	<b>50.98</b>	<b>-6.71</b>	<b>-13%</b>	<b>33</b>	<b>54.43</b>
<b>Total for Organisation</b>	<b>18257</b>	<b>72%</b>	<b>20.10</b>	<b>7112</b>	<b>28%</b>	<b>23.20</b>	<b>3.10</b>	<b>13%</b>	<b>25369</b>	<b>20.75</b>

F-GC = Female gender count

M-GC = Male gender count

JF = Job Family

BHR = Basic Hourly Rate

BHR Variance (£) = Male BHR less Female BHR

## NHSGGC Equal Pay Statement April 2025 - Analysis of Ethnicity

Ethnicity:

Job Family	BME	BME as % of JF total	BME average BHR	White	White as % of JF total	White average BHR	BHR Variance (£)	BHR Variance (%)	Total (BME + White)	Average BHR	Information not Available	Total Staff	Total Average BHR
Administrative Services	144	2%	17.70	4250	71%	17.79	0.10	1%	4394	17.79	1612	6006	17.66
Allied Health Profession	177	5%	20.77	2553	73%	22.99	2.22	10%	2730	22.85	754	3484	22.71
Dental Support	4	1%	17.34	279	71%	17.41	0.07	0%	283	17.41	110	393	17.59
Healthcare Sciences	165	7%	19.39	1546	65%	22.52	3.13	14%	1711	22.21	679	2390	21.82
Medical Support	10	5%	18.98	135	71%	19.67	0.69	4%	145	19.62	46	191	19.35
Nursing and Midwifery	1304	7%	17.63	13254	70%	20.74	3.11	15%	14558	20.47	4266	18824	20.17
Other Therapeutic	111	6%	24.37	1361	70%	26.14	1.76	7%	1472	26.01	471	1943	25.55
Personal and Social Care	13	4%	23.27	211	71%	24.98	1.71	7%	224	24.88	75	299	24.87
Support Services	215	5%	13.59	2688	60%	14.89	1.30	9%	2903	14.80	1565	4468	14.72
<b>Agenda for Change Staff</b>	<b>2143</b>	<b>6%</b>	<b>17.17</b>	<b>26277</b>	<b>69%</b>	<b>19.17</b>	<b>2.00</b>	<b>10%</b>	<b>28420</b>	<b>13.59</b>	<b>9578</b>	<b>37998</b>	<b>18.67</b>
Medical and Dental Staff	744	18%	37.35	2238	54%	44.04	6.69	15%	2982	42.37	1184	4166	43.50
Senior Managers	0	0%	-	27	69%	56.07	-	-	27	56.07	12	39	53.78
<b>Total for Organisation</b>	<b>2887</b>	<b>7%</b>	<b>23.00</b>	<b>28542</b>	<b>68%</b>	<b>22.16</b>	<b>-0.84</b>	<b>-4%</b>	<b>31429</b>	<b>22.24</b>	<b>10774</b>	<b>42203</b>	<b>21.80</b>

JF = Job Family

BHR = Basic Hourly Rate

BHR Variance (£) = BME BHR less White BHR

## NHSGGC Equal Pay Statement April 2025 - Analysis of Disability

Disability:

Job Family	Declared Disability	DD as % of JF total	DD average BHR	DND as			BHR Variance (£)	BHR Variance (%)	Total (DD + DND)	Average BHR	Information		
				Declared No Disability	% of JF total	DND average BHR					not Available	Total Staff	Total Average BHR
Administrative Services	113	4%	16.90	2493	96%	16.99	0.09	1%	2606	16.99	3400	6006	17.66
Allied Health Profession	47	3%	21.87	1612	97%	21.53	-0.34	-2%	1659	21.54	1825	3484	22.71
Dental Support	4	2%	18.72	157	98%	16.49	-2.23	-14%	161	16.55	232	393	17.59
Healthcare Sciences	37	4%	19.92	975	96%	21.11	1.20	6%	1012	21.07	1378	2390	21.82
Medical Support	2	2%	15.45	114	98%	19.46	4.01	21%	116	19.39	75	191	19.35
Nursing and Midwifery	139	1%	20.50	10307	99%	19.73	-0.77	-4%	10446	19.74	8378	18824	20.17
Other Therapeutic	31	3%	22.44	1009	97%	24.78	2.34	9%	1040	24.71	903	1943	25.55
Personal and Social Care	13	9%	23.02	129	91%	23.89	0.88	4%	142	23.81	157	299	24.87
Support Services	42	2%	13.43	1797	98%	14.50	1.07	7%	1839	14.48	2629	4468	14.72
<b>Agenda for Change Staff</b>	<b>428</b>	<b>2%</b>	<b>19.13</b>	<b>18593</b>	<b>98%</b>	<b>19.36</b>	<b>0.23</b>	<b>1%</b>	<b>19021</b>	<b>19.36</b>	<b>18977</b>	<b>37998</b>	<b>19.75</b>
Medical and Dental Staff	19	1%	40.79	1786	99%	43.79	3.00	7%	1805	43.76	2361	4166	43.50
Senior Managers	1	6%	58.91	16	94%	59.01	0.09	0%	17	59.00	22	39	53.78
<b>Total for Organisation</b>	<b>448</b>	<b>2%</b>	<b>20.14</b>	<b>20395</b>	<b>98%</b>	<b>21.53</b>	<b>1.39</b>	<b>6%</b>	<b>20843</b>	<b>21.50</b>	<b>21360</b>	<b>42203</b>	<b>22.13</b>

DD = Declared Disability

DND = Declared No Disability

JF = Job Family

BHR = Basic Hourly Rate

BHR Variance (£) = Declared a Disability BHR less Declared no Disability BHR

## NHSGGC Equal Pay Statement April 2025 - Analysis of Full-time and Part-time by Band

Part-time/Full-time by Band:

Band	Female		Male		Total
	Full-time	Part-time	Full-time	Part-time	
1 & 2	1,148	3,170	935	796	6,049
3	2,569	2,558	1,198	253	6,578
4	1,727	1,003	427	33	3,190
5	4,986	2,938	1,040	152	9,116
6	3,237	2,578	905	139	6,859
7	2,281	1,531	592	89	4,493
8A	445	334	177	27	983
8B	206	101	80	10	397
8C	90	75	43	12	220
8D + 9	58	14	36	5	113
Agenda for Change Staff	16,747	14,302	5,433	1,516	37,998
Medical and Dental Staff	1,493	725	1,663	285	4,166
Senior Managers	17	3	16	3	39
Total for Organisation	18,257	15,030	7,112	1,804	42,203
% of Total	43.3%	35.6%	16.9%	4.3%	100.0%

## NHSGGC Equal Pay Statement April 2025 - Analysis of Full-time and Part-time by Job Family

Part-time/Full-time by Job Family:

Band	Female		Male		Total
	Full-time	Part-time	Full-time	Part-time	
Administrative Services	2,962	1,985	890	169	6,006
Allied Health Profession	1,520	1,448	426	90	3,484
Dental Support	161	205	22	5	393
Healthcare Sciences	998	595	703	94	2,390
Medical Support	107	30	43	11	191
Nursing and Midwifery	9,553	7,146	1,755	370	18,824
Other Therapeutic	914	710	247	72	1,943
Personal and Social Care	128	122	40	9	299
Support Services	404	2,061	1,307	696	4,468
Agenda for Change Staff	16,747	14,302	5,433	1,516	37,998
Medical and Dental Staff	1,493	725	1,663	285	4,166
Senior Managers	17	3	16	3	39
<b>Total for Organisation</b>	<b>18,257</b>	<b>15,030</b>	<b>7,112</b>	<b>1,804</b>	<b>42,203</b>
<b>% of Total</b>	<b>43.3%</b>	<b>35.6%</b>	<b>16.9%</b>	<b>4.3%</b>	<b>100.0%</b>