



NHS Orkney Gender Pay Gap Report 2023

May 2023

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1. Why produce this report?

The Equality Act 2010 (Specific Duties) (Scotland) Regulations 2012 came into force on 27th May 2012. The Regulations included a number of measures to monitor how well public bodies are meeting their equality duties. This is the Equal Pay Report and assesses how well NHS Orkney is meeting its legal duty to pay staff fairly. The equal pay monitoring measures include:

- (i) A requirement for public bodies to publish every two years information on any Gender Pay Gap. This information should be shown as any difference:
 - “... between the men’s average hourly pay (excluding overtime) and women’s average hourly pay (excluding overtime).”
 - The information published must be based on the most recent data available.
- (ii) Public bodies must publish every four years a statement on Equal Pay.
- (iii) From 2017 onwards, every second Report, i.e. every fourth year, the Equal Pay Report must be expanded to include pay information for:
 - persons who are disabled and persons who are not
 - persons who fall into a minority racial group and persons who do not.
- (iv) The Report must also include information on any occupational segregation amongst its employees: “being the concentration of –
 - men and women,
 - persons who are disabled and persons who are not,
 - persons who fall into a minority racial group and persons who do not in particular grades and in particular occupations.”

Again, this information published must be based on the most recent data available.

This is the NHS Orkney Gender Pay Gap Report 2023 which is based on workforce and payroll data, as at 31 March 2023.

The gender pay gap report will help us understand how men and women’s pay and experiences differ and how NHS Orkney is performing in terms of gender equality.

2. The NHS Orkney Equal Pay Statement

NHS Orkney 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. This will apply regardless of an employees:

- Race
- Disability
- Age
- Sex (male or female)
- Sexual orientation
- Gender reassignment
- Pregnancy and maternity
- Marriage and civil partnership
- Religion or belief

NHS Orkney recognises that in order to achieve equal pay, it should operate pay systems which are transparent, based on objective criteria and free from unlawful bias.

NHS Orkney also wishes to comply fully with the Public Sector Equality Duty as defined in the Equality Act 2010, Part 11, Chapter 1, Section 149 which states:

“(1) A public authority must, in the exercise of its functions, have due regard to the need to-

(a) eliminate discrimination, harassment, victimisation and any other conduct that is prohibited under this Act.

(b) advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it.

(c) foster good relations between persons who share a relevant protected characteristic and persons who do not share it.”

NHS Orkney is committed to:

- Informing employees how pay regulations operate and how their own pay is calculated.
- Providing training for managers and for those involved in making decisions about pay and benefits and grading decisions.
- Examine our existing and future pay practices for our employees, including part-time workers, those on fixed term contracts or contracts of unspecified duration, and those on pregnancy, maternity and other leave.

- Undertake regular monitoring of the impact of our practices in line with the requirements of the Equality Act 2010.
- Consider and where appropriate, undertake a planned programme of equal pay reviews in line with guidance to be developed in partnership with the workforce.
- Follow up promptly any concerns raised by staff or their representative organisations about pay or terms and conditions.

3. NHS Orkney Workforce

As at 31 March 2023, NHS Orkney employed 1,145 employees with 913 (79.7%) women and 232 (20.3%) men.

Appendices I-III show the distribution of male and female employees across three contract groupings.

- Agenda for Change
- Medical and Dental
- Executive Management

4. Gender Pay Analysis

This report provides gender pay gap information for NHS Orkney, based on workforce and payroll data, as at 31 March 2023.

The report provides the average hourly basic rate pay gap data calculated as:

Average hourly basic rate is the sum of hourly rates divided by the total number of employees. The average (mean) includes the lowest and highest rates of pay giving a good overall indication of gender pay gap.

% Pay Gap is difference in the average hourly rate of pay, expressed as a

$$\frac{A - B}{A} \times 100$$

<p>A = mean hourly rate of pay of male employees</p> <p>B = mean hourly rate of pay of female employees</p>

percentage of the male hourly rate.

A positive % Pay Gap (Monetary Variance M to F) means male employees have higher average rate of pay compared to female employees.

A summary of the Gender Pay Analysis for NHS Orkney is shown on Table 1.

Table 1. Gender Pay Gap Analysis for NHS Orkney as at 31 March 2023.

Gender Pay Gap analysis - hourly rate comparison - NHS Orkney staff - 2023										
	Female			Male			Combined			
Category	Gender Count	Gender Count % of Job Family	Average Basic Hourly Rate	Count of Gender	Gender Count % of Job Family	Average Basic Hourly Rate	Monetary Variance M to F £	Monetary Variance M to F %	Total Gender Count	Total Average Basic Hourly Rate
Agenda for Change	831	86.6%	£17.97	129	13.4%	£18.15	£0.18	1.00%	960	£18.00
Hospital Medical and Dental	79	44.4%	£55.34	99	55.6%	£55.39	£0.04	0.08%	178	£24.56
Executive Management Team	3	42.9%	£57.99	4	57.1%	£51.95	£6.04	-11.63%	7	£34.78
NHS Orkney Total	913	79.7%	£21.21	232	20.3%	£33.93	£12.71	37.48%	1145	£24.03

(i) Agenda for Change

As at 31 March 2023, NHS Orkney employed 1,145 employees. 83.8% staff (960) are in the Agenda for Change category.

Agenda for Change	Female	Male	Difference	% Pay Gap
	N = 833	N = 131		
Average hourly basic rate	£17.97	£18.15	£0.18	1.00%

Table 2 shows the distribution of female and male staff in the Agenda for Change category. Female staff represent more than three quarters of the workforce within the NHS Orkney Agenda of Change category at 86.6%. Female staff in the Agenda for Change category receive £0.18 less on an average hourly rate than male staff.

Data shows that the average basic hourly rate of male staff is higher than female staff in the following job families: Administrative Services (14.03%), Allied Health Profession (11.56%), Other Therapeutic (24.01%), Personal and Social Care (13.90%) and Support Services (11.15%) with a monetary variance of £1.66 to £7.63 on average basic hourly rate.

Female staff in the following job families receive higher average basic hourly rate than male staff: Healthcare Sciences (9.28%), Medical Support (11.41%) and

Nursing/Midwifery (2.68%). Female staff represent 93.2% of Nursing/Midwifery staff and have a higher average hourly basic rate of £0.47 compared to male staff.

Table 2. Summary gender pay gap analysis of Agenda for Change staff.

Gender Pay Gap analysis - hourly rate comparison - Agenda for Change staff - 2023										
	Female			Male						
Job Family	Gender Count	Gender Count % of Job Family	Average Basic Hourly Rate	Count of Gender	Gender Count % of Job Family	Average Basic Hourly Rate	Monetary Variance M to F £	Monetary Variance M to F %	Total Gender Count	Total Average Basic Hourly Rate
ADMINISTRATIVE SERVICES Total	154	79.8%	£17.45	39	20.2%	£20.30	£2.85	14.03%	193	£18.03
ALLIED HEALTH PROFESSION Total	68	90.7%	£21.38	7	9.3%	£24.18	£2.79	11.56%	75	£21.64
HEALTHCARE SCIENCES Total	16	80.0%	£19.04	4	20.0%	£17.42	£-1.62	-9.28%	20	£18.71
DENTAL SUPPORT Total	23	100.0%	£16.30	0					23	£16.30
MEDICAL SUPPORT Total	17	94.4%	£18.21	1	5.6%	£16.35	£-1.87	-11.41%	18	£18.27
NURSING/MIDWIFERY Total	436	93.2%	£18.14	32	6.8%	£17.67	£-0.47	-2.68%	468	£18.11
OTHER THERAPEUTIC Total	24	92.3%	£24.15	2	7.7%	£31.78	£7.63	24.01%	26	£24.74
PERSONAL AND SOCIAL CARE Total	11	91.7%	£21.14	1	8.3%	£24.55	£3.41	13.90%	12	£21.42
SUPPORT SERVICES Total	82	65.6%	£13.19	43	34.4%	£14.85	£1.66	11.15%	125	£13.76
Grand Total	831	86.6%	£17.97	129	13.4%	£18.15	£0.18	1.00%	960	£18.00

Appendix I shows the distribution of the Female and Male workforce contracted in the Agenda for Change category.

(ii) Medical and Dental

As at 31 March 2023, NHS Orkney employed 178 employees in the Medical and Dental Category. This is 15.5% of NHS Orkney workforce.

Medical and Dental	Female	Male	Difference	% Pay Gap
	N = 79	N = 99		
Average hourly basic rate	£55.34	£55.39	£-0.04	-0.08%

Medical and dental staff shows a negligible gender pay gap of £0.04 in favour of female staff.

There is a monetary variance of £4.15 and £2.74 for Consultant and Locum Consultant, respectively where male hospital staff are paid more.

Female salaried GP's are paid £2.60 more than male salaried GP's.

Consultant	Female	Male	Difference	% Pay Gap
	N = 11	N = 11		
Average hourly basic rate	£51.82	£55.97	£4.15	7.42%

Salaried GP's	Female	Male	Difference	% Pay Gap
	N = 16	N = 16		
Average hourly basic rate	£45.36	£42.76	-£2.60	-6.09%

Appendix II shows the distribution of the Female and Male workforce contracted in the Medical and Dental category.

(iii) Executive Management

As at 31 March 2023, NHS Orkney employ 7 employees in the Executive Management Category, this represents 0.6% of NHS Orkney workforce. Female staff receive £5.06 more than male staff on average, with a 9.56% pay gap in favour of Female staff.

Executive Management	Female	Male	Difference	% Pay Gap
	N = 3	N = 4		
Average hourly basic rate	£57.99	£52.93	-£5.06	-9.56%

Appendix III shows the distribution of the Female and Male workforce contracted in the Executive Management Category.

(iv) Overall Gender Pay Gap

NHS Orkney	Female	Male	Difference	% Pay Gap
	N = 913 (79.7%)	N = 232 (20.3%)		
Average hourly basic rate	£21.21	£33.93	£12.71	37.48%

The mean pay gap is calculated from the hourly rates of all individual employees. It, therefore, includes the lowest and highest rates across the organisation and provides an overall indication of the size of the pay gap.

In 2021, Audit Scotland reported that the mean gender pay gap in Scotland when comparing overall average hourly earnings was 10.1%.

NHS Orkney's figure in 2021 showed a gender pay gap at 2.08% and 2.73% in Agenda for Change and Dental and Medical staff, respectively. In 2023, the overall NHS Orkney's mean gender pay gap favours male staff by 37.48%.

As at March 2023, male staff in the Agenda for Change receive £0.18 more than female staff. The pay gap in the Executive Management category is £5.06 in favour of female staff.

There is a negligible pay gap between male and female Hospital and Dental Staff with an average pay difference of £0.04.

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

The Medical and Dental staff progress incrementally on their pay scales in a similar way to AFC staff. As such, commencing salary, length of service in grade and timing

of each employee's annual incremental date are strong contributory factors to this pay gap.

There are only 7 employees within the Executive Management Category. Given the small numbers involved, it is not possible to draw any firm conclusions from pay in this category.

5. Feedback

Comments and feedback on this Report will be warmly welcomed. Please send your comments by:

Email: ORK.feedback@nhs.scot

By phone: 01856 888000

By post: Feedback Service
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Foreland Road
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6. Acknowledgements

Grateful thanks are expressed to Lorraine Hunter, Head of Human Resources Service Centre for her tireless work in generating the massive volume of required source materials.

This report was produced by:

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Appendix I. Gender Pay Gap Analysis for Agenda for Change Staff

Gender Pay Gap analysis - hourly rate comparison - Agenda for Change staff - 2023											
		Female			Male						
Job Family	Band	Gender Count	Gender Count % of Job Family	Average Basic Hourly Rate	Count of Gender	Gender Count % of Job Family	Average Basic Hourly Rate	Monetary Variance M to F £	Monetary Variance M to F %	Total Gender Count	Total Average Basic Hourly Rate
ADMINISTRATIVE SERVICES	Band 2	28	14.5%	£12.64	5	2.6%	£12.77	£0.12	0.98%	33	£12.66
ADMINISTRATIVE SERVICES	Band 3	41	21.2%	£13.73	3	1.6%	£13.02	£-0.70	-5.41%	44	£13.68
ADMINISTRATIVE SERVICES	Band 4	34	17.6%	£14.99	5	2.6%	£14.86	£-0.13	-0.88%	39	£14.97
ADMINISTRATIVE SERVICES	Band 5	23	11.9%	£18.69	9	4.7%	£18.11	£-0.58	-3.21%	32	£18.53
ADMINISTRATIVE SERVICES	Band 6	2	1.0%	£23.58	10	5.2%	£22.06	£-1.52	-6.90%	12	£22.31
ADMINISTRATIVE SERVICES	Band 7	13	6.7%	£25.05	2	1.0%	£24.10	£-0.94	-3.92%	15	£24.92
ADMINISTRATIVE SERVICES	Band 8A	7	3.6%	£30.14	1	0.5%	£29.15	£-0.99	-3.41%	8	£30.02
ADMINISTRATIVE SERVICES	Band 8B	3	1.6%	£36.01	3	1.6%	£34.41	£-1.60	-4.65%	6	£35.21
ADMINISTRATIVE SERVICES	Band 8D	3	1.6%	£46.40	1	0.5%	£50.32	£3.91	7.78%	4	£47.38
ADMINISTRATIVE SERVICES Total		154	79.8%	£17.45	39	20.2%	£20.30	£2.85	14.03%	193	£18.03
ALLIED HEALTH PROFESSION	Band 3	11	14.7%	£13.68						11	£13.68
ALLIED HEALTH PROFESSION	Band 4	4	5.3%	£14.73	1	1.3%	£15.35	£0.62	4.03%	5	£14.86
ALLIED HEALTH PROFESSION	Band 5	9	12.0%	£18.42						9	£18.42
ALLIED HEALTH PROFESSION	Band 6	24	32.0%	£22.27	1	1.3%	£20.20	£-2.07	-10.26%	25	£22.19
ALLIED HEALTH PROFESSION	Band 7	17	22.7%	£26.60	5	6.7%	£26.74	£0.14	0.51%	22	£26.63
ALLIED HEALTH PROFESSION	Band 8A	3	4.0%	£30.69						3	£30.69
ALLIED HEALTH PROFESSION Total		68	90.7%	£21.38	7	9.3%	£24.18	£2.79	11.56%	75	£21.64
HEALTHCARE SCIENCES	Band 2	1	5.0%	£11.95						1	£11.95
HEALTHCARE SCIENCES	Band 3	6	30.0%	£13.88	3	15.0%	£14.06	£0.17	1.22%	9	£13.94
HEALTHCARE SCIENCES	Band 4	2	10.0%	£15.35						2	£15.35
HEALTHCARE SCIENCES	Band 5	1	5.0%	£14.45						1	£14.45
HEALTHCARE SCIENCES	Band 6	1	5.0%	£23.58						1	£23.58

HEALTHCARE SCIENCES	Band 7	4	20.0%	£26.54	1	5.0%	£27.51	£0.96	3.51%	5	£26.74
HEALTHCARE SCIENCES	Band 8B	1	5.0%	£34.41						1	£34.41
HEALTHCARE SCIENCES Total		16	80.0%	£19.04	4	20.0%	£17.42	-£1.62	-9.28%	20	£18.71
DENTAL SUPPORT	Band 3	7	30.4%	£13.76						7	£13.76
DENTAL SUPPORT	Band 4	11	47.8%	£15.35						11	£15.35
DENTAL SUPPORT	Band 5	1	4.3%	£15.46						1	£15.46
DENTAL SUPPORT	Band 6	4	17.4%	£23.58						4	£23.58
DENTAL SUPPORT Total		23	100.0%	£16.30	0					23	£16.30
MEDICAL SUPPORT	Band 3	4	22.2%	£13.54						4	£13.54
MEDICAL SUPPORT	Band 5	8	44.4%	£17.11	1	5.6%	£19.26	£2.15	11.15%	9	£17.35
MEDICAL SUPPORT	Band 6	3	16.7%	£22.17						3	£22.17
MEDICAL SUPPORT	Band 7	2	11.1%	£26.03						2	£26.03
MEDICAL SUPPORT Total		17	94.4%	£18.21	1	5.6%	£16.35	-£1.87	-11.41%	18	£18.27
NURSING/MIDWIFERY	Band 2	82	17.5%	£12.34	9	1.9%	£12.29	-£0.05	-0.37%	91	£12.33
NURSING/MIDWIFERY	Band 3	76	16.2%	£13.66	7	1.5%	£13.61	-£0.05	-0.36%	83	£13.66
NURSING/MIDWIFERY	Band 5	157	33.5%	£18.82	6	1.3%	£17.99	-£0.83	-4.61%	163	£18.79
NURSING/MIDWIFERY	Band 6	73	15.6%	£21.86	5	1.1%	£23.58	£1.71	7.27%	78	£21.97
NURSING/MIDWIFERY	Band 7	40	8.5%	£25.70	5	1.1%	£26.74	£1.04	3.89%	45	£25.81
NURSING/MIDWIFERY	Band 8A	4	0.9%	£29.73						4	£29.73
NURSING/MIDWIFERY	Band 8B	2	0.4%	£34.41						2	£34.41
NURSING/MIDWIFERY	Band 8C	1	0.2%	£43.56						1	£43.56
NURSING/MIDWIFERY	Band 8D	1	0.2%	£50.32						1	£50.32
NURSING/MIDWIFERY Total		436	93.2%	£18.14	32	6.8%	£17.67	-£0.47	-2.68%	468	£18.11
OTHER THERAPEUTIC	Band 2	1	3.8%	£12.97						1	£12.97
OTHER THERAPEUTIC	Band 3	1	3.8%	£14.06						1	£14.06
OTHER THERAPEUTIC	Band 4	3	11.5%	£12.99						3	£12.99
OTHER THERAPEUTIC	Band 5	3	11.5%	£17.99						3	£17.99
OTHER THERAPEUTIC	Band 6	3	11.5%	£20.76						3	£20.76
OTHER THERAPEUTIC	Band 7	5	19.2%	£24.50						5	£24.50
OTHER THERAPEUTIC	Band 8A	4	15.4%	£29.73	1	3.8%	£29.15	-£0.58	-1.99%	5	£29.61

OTHER THERAPEUTIC	Band 8B	2	7.7%	£34.41	1	3.8%	£34.41	£0.00	0.00%	3	£34.41
OTHER THERAPEUTIC	Band 8C	2	7.7%	£43.56						2	£43.56
OTHER THERAPEUTIC Total		24	92.3%	£24.15	2	7.7%	£31.78	£7.63	24.01%	26	£24.74
PERSONAL AND SOCIAL CARE	Band 4	1	8.3%	£15.35						1	£15.35
PERSONAL AND SOCIAL CARE	Band 5	3	25.0%	£16.73						3	£16.73
PERSONAL AND SOCIAL CARE	Band 6	4	33.3%	£21.67						4	£21.67
PERSONAL AND SOCIAL CARE	Band 7	2	16.7%	£25.58	1	8.3%	£24.55	-£1.03	-4.18%	3	£25.24
PERSONAL AND SOCIAL CARE	Band 8A	1	8.3%	£29.15						1	£29.15
PERSONAL AND SOCIAL CARE Total		11	91.7%	£21.14	1	8.3%	£24.55	£3.41	13.90%	12	£21.42
SUPPORT SERVICES	Band 2	67	53.6%	£12.68	13	10.4%	£12.89	£0.21	1.64%	80	£12.72
SUPPORT SERVICES	Band 3	9	7.2%	£13.60	20	16.0%	£13.80	£0.20	1.45%	29	£13.74
SUPPORT SERVICES	Band 4	3	2.4%	£14.53	5	4.0%	£15.35	£0.83	5.38%	8	£15.04
SUPPORT SERVICES	Band 5	2	1.6%	£19.26	1	0.8%	£19.26	£0.00	0.00%	3	£19.26
SUPPORT SERVICES	Band 6				3	2.4%	£22.45			3	£22.45
SUPPORT SERVICES	Band 7	1	0.8%	£27.51						1	£27.51
SUPPORT SERVICES	Band 8A				1	0.8%	£31.46			1	£31.46
SUPPORT SERVICES Total		82	65.6%	£13.19	43	34.4%	£14.85	£1.66	11.15%	125	£13.76
Grand Total		831	86.6%	£17.97	129	13.4%	£18.15	£0.18	1.00%	960	£18.00

Appendix II. Gender Pay Gap Analysis for Hospital Medical and Dental Staff.

Gender Pay Gap analysis hourly rate comparison - Hospital Medical & Dental staff - 2023										
Job Family	Female			Male			Combined			
	Gender Count	Gender Count % of Job Family	Average Basic Hourly Rate	Count of Gender	Gender Count % of Job Family	Average Basic Hourly Rate	Monetary Variance M to F £	Monetary Variance M to F %	Total Gender Count	Total Average Basic Hourly Rate
CADO				1	0.6%	£47.55			1	£47.55
CONSULTANT	10	5.6%	£51.82	11	6.2%	£55.97	£4.15	7.42%	21	£54.00
DENTAL OFFICER COMMUNITY	1	0.6%	£35.53	2	1.1%	£35.53	£0.00	0.00%	3	£35.53
GENERAL PRACTICE SPECIALIST TRAINEE	1	0.6%	£24.23						1	£24.23
HOSPITAL PRACTITIONER				1	0.6%	£40.88			1	£40.88
LOCUM ASSOCIATE SPECIALIST	1	0.6%	£35.26						1	£35.26
LOCUM CONSULTANT	7	3.9%	£47.32	23	12.9%	£50.06	£2.74	5.47%	30	£49.42
LOCUM DENTIST	2	1.1%	£58.36	4	2.2%	£58.36	£0.00	0.00%	6	£58.36
LOCUM GP	28	15.7%	£69.69	29	16.3%	£69.69	£0.00	0.00%	57	£69.69
LOCUM SPECIALTY REGISTRAR (STR)	5	2.8%	£22.59	5	2.8%	£22.59	£0.00	0.00%	10	£22.59
MEDICAL BANK - CONSULTANT ENHANCED	5	2.8%	£81.02	6	3.4%	£80.90	-£0.12	-0.15%	11	£80.96
MEDICAL DIRECTOR				1	0.6%	£44.78			1	£44.78
SALARIED GP	16	9.0%	£45.36	14	7.9%	£42.76	-£2.60	-6.09%	30	£44.15
SALARIED GP WITH SPECIAL INTEREST	1	0.6%	£44.57						1	£44.57
SENIOR DENTAL OFFICER COMMUNITY				1	0.6%	£43.09			1	£43.09
SPECIALITY DOCTOR	2	1.1%	£35.67						2	£35.67
SPECIALITY REGISTRAR (STR)				1	0.6%	£17.49	£17.49	100.00%	1	£17.49
HOSPITAL MEDICAL & DENTAL TOTAL	79	44.4%	£55.34	99	55.6%	£55.39	£0.04	0.08%	178	£55.37

Appendix III. Gender Pay Gap Analysis for Executive Management

Gender Pay Gap analysis - hourly rate comparison - Executive Management - 2023										
	Female			Male			Combined			
Job Family	Gender Count	Gender Count % of Job Family	Average Basic Hourly Rate	Count of Gender	Gender Count % of Job Family	Average Basic Hourly Rate	Monetary Variance M to F £	Monetary Variance M to F %	Total Gender Count	Total Average Basic Hourly Rate
EXECUTIVE MANAGEMENT TOTAL	3	42.9%	£57.99	4	57.1%	£52.93	-£5.06	-9.56%	7	£34.78