



NHS Orkney Equal Pay Statement and Pay Gap Report 2025

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1. Introduction

NHS Orkney is committed to the principles of equality, diversity and human rights in employment. Staff should receive equal pay for the same or broadly similar work, for work rated as equivalent and for work of equal value (regardless of age, disability, ethnicity or race, gender, marital or civil partnership status, pregnancy, political beliefs, religion or belief, sex or sexual orientation).

NHS Orkney is committed to mainstreaming equality in the workplace and one way of ensuring this is to carry out a pay gap audit. Pay rates within NHS Orkney are in line with national pay arrangements which are determined by the Scottish Government. Staff are appointed to Agenda for Change (AfC) bands and Executive and Senior Manager grades through a recognised national job evaluation process. Progression through the AfC pay bands is then through incremental progression, so those staff with longer service will therefore be paid at the upper end of a pay scale compared to those new into post. Appointment to a Medical and Dental grade is based on the definitions in the Terms and Conditions of service and then progress through the scale is again through incremental progression, with length of service influencing the rate of pay.

The Equality Act 2010 (Specific Duties) (Scotland) Regulations 2012 came into force on 27th May 2012. The Regulations included several measures to monitor how well public bodies are meeting their equality duties. The equal pay monitoring measures include:

- 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.
- Public bodies must publish every four years a statement on Equal Pay.
- 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
- 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, and
 - persons who fall into a minority racial group and persons who do not in particular grades and in particular occupations.

This report provides pay gap information for NHS Orkney, based on workforce and payroll data, as at 31st December 2024.

2. The NHS Orkney Equal Pay Statement

This policy has been agreed in partnership and will be reviewed on a regular basis by the NHS Orkney Area Partnership Forum and the Staff Governance Committee.

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, regardless of their age, disability, ethnicity or race, gender reassignment, marital or civil partnership status, pregnancy and maternity, religion or belief, sex or sexual orientation.

NHS Orkney understands that workers have a right to equal pay between women and men. In addition, the Equality Act 2010 (Specific Duties) (Scotland) Regulations require NHS Orkney to take the following steps:

- Publish gender pay gap information by 30 April 2025, and every two years thereafter, using the specific calculation set out in the Regulations;
- Publish a statement on equal pay between men and women; people who are disabled and who are not; and people who fall into a minority racial group and who do not, to be updated every four years; and
- Publish information on occupational segregation among its employees, being the concentration of men and women; people who are disabled and who are not; and people who fall into a minority racial group and who do not, to be updated every four years.

NHS Orkney 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. NHS Orkney will take steps within its remit to address these factors in ways that achieve the aims of the NHS Scotland Staff Governance Standard and the Equality Duty.

2.1. National Context

Equal pay is a legal requirement. Women and men performing work of the same value must be paid at the same rate. In contrast, the Gender Pay Gap is a comparison of the average rate of pay for all female staff compared to the average rate of pay for all male staff, regardless of their role.

[Close the Gap](#) produces information on the gender pay gap in Scotland. The purpose of this is to outline and analyse the key trends in the gender pay gap across various measures to show how it has changed over time.

Recent data from the ONS's Annual Survey of Hours and Earnings (ASHE) indicates that both the median and mean gender pay gaps have decreased between 2022 and 2023 across all measures.

The Equality Act 2010 (Specific Duties) (Scotland) Regulations 2012 require listed authorities to publish information about the mean gender pay gap which is the percentage difference between men and women's average hourly pay (excluding overtime). The mean pay gaps have had a slightly larger reduction compared to median pay gaps, where falls have been more varied. The mean pay gaps have all seen significant decreases by around 4 percentage points, with the combined pay gap now sitting at 6.3%, the full-time gap at 3.5%, and the part-time at 22.1%.

Given that the mean pay gap is calculated from the basic hourly rates of all individual employees, it therefore includes the highest and lowest rates and provides an overall indication of the size of the pay gap. The median basic hourly rate, on the other hand, is calculated by taking the mid-point from a list of all employees' basic hourly rates of pay and provides a more accurate representation of the 'typical' difference in pay that is not skewed by the highest or lowest rates. It is possible however that the median pay gap can obscure pay differences that may be associated with gender, ethnicity or disability.

The gender pay gap is a key indicator of the inequalities and differences that still exist in men and women's working lives.

However, women are not all the same, and their experiences of the work are shaped by their different identities, and this contributes to the inequalities they may face. For example, disabled women and women from particular ethnic groups are more likely to be underemployed in terms of skills and face higher pay gaps.

There is a clear business case for organisations to consider gender equality key to enhancing profitability and corporate performance. Research data indicates that considering gender equality enabled organisations to:

- Recruit from the widest talent pool
- Improve staff retention
- Improve decision making and governance

2.2. National Terms and Conditions

NHS Orkney 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 NHS Agenda for Change (A4C) Contract and Terms & Conditions of employment, NHS Medical and Dental (including General Practitioners) and NHS Scotland Executive and Senior Managers contracts of employment.

NHS Orkney 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 implement pay systems which are transparent, based on objective criteria and free from unlawful discrimination.

NHS Scotland is a Living Wage employer and, as such, the lowest available salary of £24,518 translates into an hourly rate of £12.71 per hour, which is above the Scottish Living Wage rate of £12.60 per hour.

2.3. Legislative Framework

The Equality Act 2010 protects people from unlawful discrimination and harassment in employment, when seeking employment, or when engaged in occupations or activities related to work. It also gives women and men a right to equal pay for equal work. It requires that women and men are paid on equally favourable terms where they are employed in 'like work', 'work related as equivalent' or 'work of equal value'.

In line with the Public Sector Equality Duty of the Equality Act 2010, objectives are to ensure we have due regards to the need 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; and
- Promote good relations between people sharing different protected characteristics in the implementation of equal pay

2.4. Staff Governance Standard

NHS Boards work within a Staff Governance Standard which is underpinned by statute. The Staff Governance Standard sets out what each NHS Scotland employer must achieve in order to continuously improve in relation to the fair and effective management of staff.

The Standard requires all NHS Boards to demonstrate that staff are:

- Well informed;
- Appropriately trained and developed;
- Involved in decisions;
- Treated fairly and consistently, with dignity and respect, in an environment where

- Diversity is valued; and
- Provided with a continuously improving and safe working environment, promoting the health and wellbeing of staff, patients and the wider community.

Delivering equal pay is integrally linked to the aims of the Staff Governance Standard.

2.5. Equal Pay and The Gender Pay Gap

Equal pay is a legal requirement. Women and men performing work of the same value must be paid at the same rate.

In contrast, the Gender Pay Gap is a comparison of the average rate of pay for all female staff compared to the average rate of pay for all male staff, regardless of their role.

2.6. Equal Pay Actions

It is good practice and reflects the values of NHS Orkney that pay is awarded fairly and equitably.

We will:

- Review this statement and action points with trade unions, staff networks and professional organisations as appropriate, every 2 years and provide a formal report within 4 years;
- Inform employees how pay practices work and how their own pay is determined;
- Provide training and guidance for managers and for those involved in making decisions about pay and benefits and grading decisions to ensure fair, non-discriminatory and consistent practice;
- Examine 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 our practices in line with the requirements of the Equality Act 2010; including carrying out and using the results of equality impact assessments.
- Consider, and where appropriate, contribute to equal pay reviews in line with guidance to be developed in partnership with the workforce and Trade Union representatives.
- The Community Planning Partnership in Orkney have committed in 25/26 to an Orkney-wide piece of work re: gender pay. The Director of People and Culture is taking the lead on this for NHS Orkney

Responsibility for implementing this policy is held by the NHS Orkney Chief Executive with the Director of People and Culture having lead responsibility for the delivery of the policy.

If a member of staff wishes to raise a concern at a formal level within NHS Orkney relating to equal pay, the NHS Scotland Grievance Policy is available for their use.

3. NHS Orkney Current Workforce

The data constraints within this report are representative of the payroll/workforce data as at 31 December 2024. NHS Orkney has a total workforce of 1,056 (employees and bank workers) with 833 (78.88%) women and 223 (21.12%) men.

Appendices 1-3 show the distribution of male and female employees across three contract groupings.

- Agenda for Change
- Medical and Dental
- Senior Managers

4. Gender Pay Analysis

This report provides gender pay gap information for NHS Orkney, based on workforce and payroll data, as at 31 December 2024.

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

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

The percentage pay gap is the difference in the hourly rate of pay, expressed as a percentage of the hourly rate for male employees (A = mean or median hourly rate of pay for male employees, B = mean or median rate of pay for female employees).

$$\text{Average \% Pay Gap} = \frac{A - B}{A} \times 100$$

A positive % Pay Gap (Monetary Variance M to F) means male employees have a 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 December 2024.

Gender Pay Gap analysis - hourly rate comparison - NHS Orkney staff - 2025										
	Female			Male			Total			
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
Agenda for Change	764	84.79%	£19.61	137	15.21%	£20.38	£0.77	3.78%	901	£19.72
Medical and Dental	68	44.44%	£63.10	85	55.56%	£71.35	£8.25	11.57%	153	£67.68
Senior Managers	1	50.00%	£63.86	1	50.00%	£50.79	-£13.07	-25.74%	2	£57.32
NHS Orkney Total	833	78.88%	£23.21	223	21.12%	£39.94	£16.73	41.89%	1056	£26.74

Agenda for Change

As at 31 December 2024, NHS Orkney had a workforce of 901 (employees and bank workers) in the Agenda for Change category. This is 85.3% of NHS Orkney's total workforce.

Table 2. Summary of Agenda for Change Gender Pay Gap Analysis as at 31 December 2024

Agenda for Change	Female	Male	Difference	% Pay Gap
	N = 764	N = 137		
Average hourly basic rate	£19.61	£20.38	£0.77	3.78%

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 84.79%. Female staff in the Agenda for Change category receive £0.77 less on an average hourly rate than male staff.

Data shows (Table 3) that the average basic hourly rate of male staff is higher than female staff in the following job families: Administrative Services (21.69%), Allied Health Profession (14.42%), Other Therapeutic (11.37%), and Support Services (15.10%) with a monetary variance of £2.46 to £5.28 on average basic hourly rate.

Female staff in the following job families receive higher average basic hourly rate than male staff: Healthcare Sciences (4.03%), Medical Support (4.01%), Personal

and Social Care (49.64%) and Nursing/Midwifery (4.30%). Female staff represent 91.31% of Nursing/Midwifery staff and have a higher average hourly basic rate of £0.82 compared to male staff.

Table 3. Summary gender pay gap analysis of Agenda for Change staff.

Gender Pay Gap analysis - hourly rate comparison - Agenda for Change staff - 2025										
	Female			Male			Total			
Job Family	Count of Gender	Gender Count % of Job Family	Average Hourly Rate	Count of Gender	Gender Count % of Job Family	Average Hourly Rate	Monetary Variance M to F £	Monetary Variance M to F %	Total Count of Gender	Total Average Hourly Rate
ADMINISTRATIVE SERVICES	148	79.57%	£19.05	38	20.43%	£24.32	£5.28	21.69%	186	£20.13
ALLIED HEALTH PROFESSION	63	90.00%	£23.93	7	10.00%	£27.96	£4.03	14.42%	70	£24.33
DENTAL SUPPORT	*	*	£17.89	<5	*	£13.93	-£3.96	-28.46%	19	£17.68
HEALTHCARE SCIENCES	12	66.67%	£20.89	6	33.33%	£20.08	-£0.81	-4.03%	18	£20.62
MEDICAL SUPPORT	*	*	£19.31	<5	*	£18.56	-£0.74	-4.01%	19	£19.23
NURSING/ MIDWIFERY	389	91.31%	£19.99	37	8.69%	£19.17	-£0.82	-4.30%	426	£19.92
OTHER THERAPEUTIC	*	*	£27.68	<5	*	£31.23	£3.55	11.37%	22	£28.16
PERSONAL AND SOCIAL CARE	*	*	£22.58	<5	*	£15.09	-£7.49	-49.64%	12	£21.96
SUPPORT SERVICES	87	67.44%	£13.80	42	32.56%	£16.26	£2.46	15.10%	129	£14.60
Grand Total	764	84.79%	£19.61	137	15.21%	£20.38	£0.77	3.78%	901	£19.72

Appendix 1 shows the distribution of the Female and Male workforce (employees and bank workers) in the Agenda for Change category.

Medical and Dental

As at 31 December 2024, NHS Orkney had a workforce of 153 (employees and bank workers) in the Medical and Dental Category. This is 14.5% of NHS Orkney's total workforce.

Table 4. Summary of Medical and Dental Gender Pay Gap Analysis as at 31 December 2024

Medical and Dental	Female	Male	Difference	% Pay Gap
	N = 68	N = 85		
Average hourly basic rate	£63.10	£71.35	£8.25	11.57%

Medical and dental staff show a gender pay gap in favour of male staff.

Table 5. Consultant Pay Gap Analysis as at 31 December 2024

Consultant	Female	Male	Difference	% Pay Gap
	N = 11	N = 11		
Average hourly basic rate	£75.93	£80.368	£4.44	5.52%

Consultants show a gender pay gap in favour of male staff, by an average hourly rate of £4.44 more than female Consultants.

Table 6. GP's Pay Gap Analysis as at 31 December 2024

GP's	Female	Male	Difference	% Pay Gap
	N = 16	N = 16		
Average hourly basic rate	£62.80	£68.09	£5.28	-0.72%

GP's show a gender pay gap in favour of male staff, by an average hourly rate of £5.28 more than female GP's.

Appendix 2 shows the distribution of the Female and Male workforce contracted in the Medical and Dental category.

Senior Managers

As at 31 December 2024, NHS Orkney employ two employees in the Executive Management Category and represents 0.2% of NHS Orkney's workforce. Female staff receive £13.07 more than male staff on average, with a 25.74% pay gap in favour of Female staff.

Table 7. Executive Management Pay Gap Analysis as at 31 December 2024

Senior Managers	Female	Male	Difference	% Pay Gap
	N = 1	N = 1		
Average hourly basic rate	£63.86	£50.79	-£13.07	-25.74%

N.B. Executive and Senior managers within NHS Orkney are reported under the relevant category in accordance with pay.

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

Overall Gender Pay Gap

Table 8. Overall Gender Pay Gap Analysis as at 31 December 2024 (employees and bank workers)

NHS Orkney	Female	Male	Difference	% Pay Gap
	N = 833 (78.9%)	N = 223 (21.1%)		
Average hourly basic rate	£23.21	£39.94	£16.73	41.89%

The average 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.

Whilst the gender pay gap is small for Agenda for Change (average gap of 3.78%) and positive for Senior Managers (average gap -25.74%), the size of the overall pay gap is driven by the larger disparity between male and female pay for the Medical and Dental workforce. This difference is largely due to the higher number of male bank workers compared to female bank workers engaged at NHS Orkney as they are employed with enhanced rates.

Staff employed under Agenda for Change Pay, Terms and Conditions are recruited into a post with a confirmed Agenda for Change pay band, assigned through the application of the NHS Job Evaluation Scheme. The evaluation is undertaken by a trained panel of matchers 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 Agenda for Change pay band consists of a number of incremental points. In line with Agenda for Change 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 2 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. Disability Pay Analysis

This report provides the Disability pay information for NHS Orkney, based on workforce and payroll data, as at 31 December 2024.

Within NHS Orkney, 14 (1.33%) have identified themselves as having a disability whilst 740 (70.08%) have not. Of the remaining 302, 41 (3.88%) answered 'Prefer not to say' and 261 (24.72%) have not answered 'Don't know'.

A summary of the Disability Pay Analysis is shown in the Appendix list. The detailed information from which the summary is compiled is shown at:

- Appendix 4 for Agenda for Change
- Appendix 5 for Medical and Dental
- Appendix 5 for Senior Managers

There is a pay difference of £7.39 between employees who have identified themselves as having a disability and those who have identified as not having a disability. However, 28% of employees (302 individuals) chose the options "Don't know" or "Prefer not to say." This significant portion impacts the analysis, highlighting the need to gather more data from staff to conduct a comprehensive evaluation.

Table 9. Disability Analysis for NHS Orkney as at 31 December 2024.

Occupational Segregation by Disability - NHS Orkney Staff Summary 2025

Medical Condition/Disability in the Last 12 Months	Total No. of Employments	Average Basic Hourly Rate
Don't Know	261	£24.62
No	740	£27.46
Prefer not to say	41	£29.65
Yes	14	£20.07
Grand Total	1056	£26.74

6. Ethnicity Pay Analysis

Within NHS Orkney, 928 (87.87%) have provided data on their ethnic group whilst 128 (12.12%) have not. A summary of the Ethnicity Pay Analysis is shown below. The detailed information from which the Summary is contained is shown at:

- Appendix 7 for Agenda for Change
- Appendix 8 for Medical and Dental
- Appendix 9 for Senior Managers

The Ethnic Pay Summary is shown below:

Table 9. Ethnicity Pay Analysis for NHS Orkney as at 31 December 2024.

Occupational Segregation by Ethnicity - NHS Orkney Staff Summary 2025		
Ethnic Category	Total No. of Employments	Average Basic Hourly Rate
African - African, African Scottish or African British	8	£52.21
African - Other	13	£18.61
Asian - Chinese, Chinese Scottish or Chinese British	<5	£23.15
Asian - Indian, Indian Scottish or Indian British	8	£66.95
Asian - Other	5	£16.91
Asian - Pakistani, Pakistani Scottish or Pakistani British	7	£55.66
Don't Know	74	£31.62
Mixed or Multiple Ethnic Group	<5	£16.52
Other Ethnic Group - Arab, Arab Scottish or Arab British	<5	£55.16
Other Ethnic Group - Other	<5	£64.43
Prefer not to say	54	£32.02
White - Irish	10	£46.48
White - Other	59	£31.82
White - Other British	184	£32.82
White - Scottish	627	£22.11
Grand Total	1056	£26.74

Excluding the “Prefer not to say” and “Don’t know” categories whose ethnicity is unknown and using the “White Scottish” category average pay rate of £16.93 as the benchmark, this gives:

- Staff in 11 ethnic categories earned more on average than White Scottish Staff.
- Staff in 3 ethnic categories earned less on average than White Scottish Staff

In numerical terms, this is:

- 408 staff earned MORE on average than White Scottish Staff
- 21 staff earned LESS on average than White Scottish Staff

The figures show that there is no ethnicity pay gap in NHS Orkney pay.

7. Conclusion

The report on the pay gap assists NHS Orkney in understanding the scope and causes of pay disparities and identifying any issues that need to be addressed to reduce these gaps. It's important to note that having a pay gap does not necessarily imply that unlawful discrimination is occurring. Monitoring pay gaps will enable NHS Orkney to explore the reasons behind any disparities and determine whether there is a need to develop action plans to tackle the underlying causes. By consistently publishing and monitoring the gender pay gap in accordance with regulations, NHS Orkney will be able to assess the effectiveness of its efforts to reduce the gap.

8. Recommendations

The Gender Pay Gap Report and Equal Pay Statement is a publication designed to promote better decision-making based on evidence, while also enhancing transparency and accountability. This approach aims to drive meaningful change. The NHS Orkney Staff Governance Committee will be asked to endorse the report's content.

9. Publishing the report

The Gender Pay Gap Report and the Equality Pay Statement will be submitted for approval to the NHS Orkney Area Partnership Forum and the NHS Orkney Staff Governance Committee. Once approved, the report will be accessible on the NHS Orkney website.

10. Comments and 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
Balfour Hospital
Foreland Road
Kirkwall
Orkney, KW15 1NZ

Appendix 1. Gender Pay Gap Analysis for Agenda for Change Staff

Gender Pay Gap analysis - hourly rate comparison - Agenda for Change staff - 2025											
		Female			Male			Total			
Job Family	Band	Count of Gender	Gender Count % of Job Family	Average Hourly Rate	Count of Gender	Gender Count % of Job Family	Average Hourly Rate	Monetary Variance M to F £	Monetary Variance M to F %	Total Count of Gender	Total Average Hourly Rate
ADMINISTRATIVE SERVICES	Band 2	*	12.37%	£13.54	<5	*	£13.51	-£0.03	-0.24%	*	£13.53
ADMINISTRATIVE SERVICES	Band 3	*	21.51%	£14.81	<5	*	£14.66	-£0.15	-1.00%	*	£14.80
ADMINISTRATIVE SERVICES	Band 4	37	19.89%	£15.91	5	2.69%	£15.89	-£0.03	-0.18%	42	£15.91
ADMINISTRATIVE SERVICES	Band 5	21	11.29%	£20.12	11	5.91%	£18.95	-£1.17	-6.17%	32	£19.72
ADMINISTRATIVE SERVICES	Band 6	<5	*	£24.01	8	4.30%	£24.31	£0.30	1.24%	*	£24.22
ADMINISTRATIVE SERVICES	Band 7	10	5.38%	£27.32	<5	*	£25.77	-£1.55	-6.03%	*	£27.07
ADMINISTRATIVE SERVICES	Band 8A	6	3.23%	£32.82						6	£32.82
ADMINISTRATIVE SERVICES	Band 8B	<5	*	£36.79	<5	*	£36.79	£0.00	0.00%	5	£36.79
ADMINISTRATIVE SERVICES	Band 8C	<5	*	£45.54	<5	*	£46.58	£1.04	2.24%	<5	£45.80
ADMINISTRATIVE SERVICES	Band 8D	<5	*	£53.80						<5	£53.80

ADMINISTRATIVE SERVICES	Band 9	<5	*	£61.02	<5	*	£61.90	£0.88	1.42%	<5	£61.68
ADMINISTRATIVE SERVICES Total		148	79.57%	£19.05	38	20.43%	£24.32	£5.28	21.69%	186	£20.13
ALLIED HEALTH PROFESSION	Band 3	5	7.14%	£14.81						5	£14.81
ALLIED HEALTH PROFESSION	Band 4	5	7.14%	£15.62	<5	*	£16.42	£0.79	4.84%	*	£15.75
ALLIED HEALTH PROFESSION	Band 5	5	7.14%	£20.01						5	£20.01
ALLIED HEALTH PROFESSION	Band 6	27	38.57%	£23.80						27	£23.80
ALLIED HEALTH PROFESSION	Band 7	19	27.14%	£28.70	<5	*	£28.62	-£0.07	-0.26%	*	£28.68
ALLIED HEALTH PROFESSION	Band 8A	<5	*	£33.64	<5	*	£32.40	-£1.24	-3.82%	*	£33.02
ALLIED HEALTH PROFESSION Total		*	90.00%	£23.93	7	10.00%	£27.96	£4.03	14.42%	70	£24.33
DENTAL SUPPORT	Band 3	<5	*	£15.03	<5	*	£13.93			<5	£14.66
DENTAL SUPPORT	Band 4	12	63.16%	£16.31						12	£16.31
DENTAL SUPPORT	Band 6	<5	*	£24.08						<5	£24.08
DENTAL SUPPORT Total		18	94.74%	£17.89	<5	*	£13.93	-£3.96	-28.46%	19	£17.68
HEALTHCARE SCIENCES	Band 3	<5	*	£15.03	<5	*	£15.03	£0.00	0.00%	*	£15.03
HEALTHCARE SCIENCES	Band 4	<5	*	£15.75	<5	*	£15.09	-£0.66	-4.39%	<5	£15.53
HEALTHCARE SCIENCES	Band 5	<5	*	£18.56						<5	£18.56

HEALTHCARE SCIENCES	Band 6				<5	*	£22.95			<5	£22.95
HEALTHCARE SCIENCES	Band 7	<5	*	£28.36	<5	*	£29.41	£1.05	3.58%	<5	£28.62
HEALTHCARE SCIENCES	Band 8B	<5	*	£36.79						<5	£36.79
HEALTHCARE SCIENCES Total		12	66.67%	£20.89	6	33.33%	£20.08	-£0.81	-4.03%	18	£20.62
MEDICAL SUPPORT	Band 3	<5	*	£14.66						<5	£14.66
MEDICAL SUPPORT	Band 5	9	47.37%	£18.26	<5	*	£18.56	£0.30	1.62%	*	£18.32
MEDICAL SUPPORT	Band 6	<5	*	£23.40						<5	£23.40
MEDICAL SUPPORT	Band 7	<5	*	£26.25						<5	£26.25
MEDICAL SUPPORT Total		17	89.47%	£19.31	<5	10.53%	£18.56	-£0.74	-4.01%	<5	£19.23
NURSING/MIDWIFERY	Band 2	36	8.45%	£13.23	6	1.41%	£13.14	-£0.09	-0.70%	42	£13.22
NURSING/MIDWIFERY	Band 3	84	19.72%	£14.75	9	2.11%	£14.66	-£0.09	-0.63%	93	£14.75
NURSING/MIDWIFERY	Band 4	<5	*	£15.09						<5	£15.09
NURSING/MIDWIFERY	Band 5	142	33.33%	£19.87	11	2.58%	£18.75	-£1.12	-5.96%	153	£19.79
NURSING/MIDWIFERY	Band 6	72	16.90%	£23.62	<5	*	£25.21	£1.59	6.32%	*	£23.70
NURSING/MIDWIFERY	Band 7	46	10.80%	£27.83	7	1.64%	£27.33	-£0.50	-1.82%	53	£27.76
NURSING/MIDWIFERY	Band 8A	5	1.17%	£31.16						5	£31.16

NURSING/MIDWIFERY	Band 8B	<5	*	£36.79						<5	£36.79
NURSING/MIDWIFERY Total		389	91.31%	£19.99	37	8.69%	£19.17	-£0.82	-4.30%	426	£19.92
OTHER THERAPEUTIC	Band 3	<5	*	£15.03						<5	£15.03
OTHER THERAPEUTIC	Band 4	<5	*	£14.33						<5	£14.33
OTHER THERAPEUTIC	Band 5	<5	*	£19.62						<5	£19.62
OTHER THERAPEUTIC	Band 6	<5	*	£25.21	<5	*	£20.69	-£4.52	-21.86%	<5	£22.95
OTHER THERAPEUTIC	Band 7	<5	*	£28.38						<5	£28.38
OTHER THERAPEUTIC	Band 8A	<5	*	£31.99	<5	*	£33.64	£1.65	4.91%	<5	£32.40
OTHER THERAPEUTIC	Band 8B	<5	*	£38.08	<5	*	£39.36	£1.28	3.26%	<5	£38.50
OTHER THERAPEUTIC	Band 8C	<5	*	£46.58						<5	£46.58
OTHER THERAPEUTIC	Band 8D	<5	*	£51.59						<5	£51.59
OTHER THERAPEUTIC Total		19	86.36%	£27.68	<5	13.64%	£31.23	£3.55	11.37%	22	£28.16
PERSONAL AND SOCIAL CARE	Band 4	<5	*	£15.75	<5	*	£15.09	-£0.66	-4.39%	<5	£15.53
PERSONAL AND SOCIAL CARE	Band 5	<5	*	£19.13						<5	£19.13
PERSONAL AND SOCIAL CARE	Band 6	<5	*	£22.50						<5	£22.50
PERSONAL AND SOCIAL CARE	Band 7	<5	*	£26.66						<5	£26.66

PERSONAL AND SOCIAL CARE	Band 8A	<5	*	£31.16						<5	£31.16
PERSONAL AND SOCIAL CARE Total		11	91.67%	£22.58	<5	8.33%	£15.09	-£7.49	-49.64%	12	£21.96
SUPPORT SERVICES	Band 2	73	56.59%	£13.47	12	9.30%	£13.51	£0.04	0.30%	85	£13.47
SUPPORT SERVICES	Band 3	10	7.75%	£14.92	19	14.73%	£14.91	-£0.01	-0.04%	29	£14.92
SUPPORT SERVICES	Band 4	<5	*	£15.97	<5	*	£16.42	£0.44	2.69%	7	£16.23
SUPPORT SERVICES	Band 5	<5	*	£20.60	<5	*	£18.56	-£2.03	-10.95%	<5	£19.24
SUPPORT SERVICES	Band 6				<5	*	£25.21			<5	£25.21
SUPPORT SERVICES	Band 7				<5	*	£25.29			<5	£25.29
SUPPORT SERVICES	Band 8A				<5	*	£33.64			<5	£33.64
SUPPORT SERVICES Total		87	67.44%	£13.80	42	32.56%	£16.26	£2.46	15.10%	129	£14.60
Grand Total		764	84.79%	£19.61	137	15.21%	£20.38	£0.77	3.78%	901	£19.72

Appendix 2. Gender Pay Gap Analysis for Medical and Dental Staff.

Gender Pay Gap analysis hourly rate comparison - Hospital Medical & Dental staff - 2025										
	Female			Male			Total			
Job Family	Gender Count	Gender Count % of Job Family	Average of Basic Hourly Rate	Gender Count	Gender Count % of Job Family	Average of Basic Hourly Rate	Monetary Variance M to F £	Monetary Variance M to F %	Total Gender Count	Total Average Basic Hourly Rate
CONSULTANT	25	37.31%	£75.93	42	62.69%	£80.36	£4.44	5.52%	67	£78.71
DENTAL	<5	*	£49.45	*	70.00%	£53.71	£4.26	7.92%	10	£52.43
GP	30	47.62%	£62.80	33	52.38%	£68.09	£5.28	7.76%	63	£65.57
MEDICAL DIRECTOR	<5	*	£68.26						<5	£68.26
SPECIALITY DOCTOR	<5	*	£39.14						<5	£39.14
SPECIALTY REGISTRAR	7	70.00%	£30.49	<5	*	£22.26	-£8.23	-36.95%	10	£28.02
Grand Total	68	44.44%	£63.10	85	55.56%	£71.35	£8.25	11.57%	153	£67.68

Appendix 3. Gender Pay Gap Analysis for Senior Managers

Gender Pay Gap analysis hourly rate comparison - Senior Managers - 2025										
	Female			Male			Total			
Job Family	Gender Count	Gender Count % of Job Family	Average of Basic Hourly Rate	Gender Count	Gender Count % of Job Family	Average of Basic Hourly Rate	Monetary Variance M to F £	Monetary Variance M to F %	Total Gender Count	Total Average Basic Hourly Rate
SENIOR MANAGER GRADE C				<5	*	£50.79			<5	£50.79
SENIOR MANAGER GRADE E	<5	*	£63.86						<5	£63.86
Grand Total	<5	*	£63.86	*	50.00%	£50.79			<5	£57.32

Appendix 4. Disability Analysis for Agenda for Change Staff

Occupational Segregation by Disability - AFC Staff 2025			
Job Family	Medical Condition/Disability in the Last 12 Months	Total No. of Employments	Average Basic Hourly Rate
ADMINISTRATIVE SERVICES	Don't Know	41	£20.99
	No	133	£19.83
	Prefer not to say	*	£20.19
	Yes	<5	£20.90
ADMINISTRATIVE SERVICES Total		186	£20.13
ALLIED HEALTH PROFESSION	Don't Know	*	£26.59
	No	44	£23.23
	Prefer not to say	<5	£23.12
ALLIED HEALTH PROFESSION Total		70	£24.33
DENTAL SUPPORT	Don't Know	10	£17.29
	No	9	£18.11
DENTAL SUPPORT Total		19	£17.68
HEALTHCARE SCIENCES	Don't Know	6	£23.45
	No	12	£19.20
HEALTHCARE SCIENCES Total		18	£20.62
MEDICAL SUPPORT	Don't Know	<5	£21.02
	No	*	£18.75
MEDICAL SUPPORT Total		19	£19.23
NURSING/MIDWIFERY	Don't Know	116	£20.93

	No	290	£19.54
	Prefer not to say	*	£20.10
	Yes	<5	£16.83
NURSING/MIDWIFERY Total		426	£19.92
OTHER THERAPEUTIC	Don't Know	<5	£28.69
	No	18	£27.01
	Prefer not to say	<5	£46.58
	Yes	<5	£29.41
OTHER THERAPEUTIC Total		22	£28.16
PERSONAL AND SOCIAL CARE	Don't Know	<5	£22.91
	No	9	£21.90
	Yes	<5	£20.60
PERSONAL AND SOCIAL CARE Total		12	£21.96
SUPPORT SERVICES	Don't Know	36	£15.78
	No	85	£14.05
	Prefer not to say	<5	£16.19
	Yes	<5	£14.25
SUPPORT SERVICES Total		129	£14.60
Grand Total		901	£19.72

Appendix 5. Disability Analysis for Medical and Dental Staff

Occupational Segregation by Disability - Medical & Dental staff - 2025		
Medical Condition/Disability in the Last 12 Months	Total No. of Employments	Average Basic Hourly Rate
Don't Know	21	£69.45
No	123	£67.69
Prefer not to say	*	£66.45
Yes	<5	£39.92
Grand Total	153	£67.68

Appendix 6. Disability Analysis for Senior Managers

Occupational Segregation by Disability - Senior Managers - 2025		
Medical Condition/Disability in the Last 12 Months	Total No. of Employments	Average Basic Hourly Rate
No	<5	£57.32
Grand Total	<5	£57.32

Appendix 7. Ethnicity Analysis for Agenda for Change

Occupational Segregation by Ethnicity - AFC Staff 2025			
Job Family	Ethnic Category	Total No. of Employments	Average Basic Hourly Rate
ADMINISTRATIVE SERVICES	African - African, African Scottish or African British	<5	£13.93
	African - Other	<5	£17.66
	Asian - Other	<5	£18.90
	Don't Know	6	£28.91
	Mixed or Multiple Ethnic Group	<5	£17.84
	Prefer not to say	9	£17.96
	White - Irish	<5	£22.91
	White - Other	11	£22.55
	White - Other British	33	£23.82
	White - Scottish	118	£18.68
	ADMINISTRATIVE SERVICES Total	186	£20.13
ALLIED HEALTH PROFESSION	African - African, African Scottish or African British	<5	£23.47
	African - Other	<5	£20.69
	Asian - Indian, Indian Scottish or Indian British	<5	£33.64
	Don't Know	<5	£24.67
	Prefer not to say	<5	£20.31
	White - Other	<5	£27.31
	White - Other British	12	£26.23
	White - Scottish	45	£23.84

ALLIED HEALTH PROFESSION Total		70	£24.33
DENTAL SUPPORT	Prefer not to say	<5	£15.72
	White - Other	<5	£16.42
	White - Other British	<5	£18.52
	White - Scottish	13	£17.89
DENTAL SUPPORT Total		19	£17.68
HEALTHCARE SCIENCES	African - Other	<5	£20.69
	White - Other British	<5	£22.91
	White - Scottish	13	£19.91
HEALTHCARE SCIENCES Total		18	£20.62
MEDICAL SUPPORT	African - Other	<5	£16.53
	White - Other British	<5	£19.27
	White - Scottish	15	£19.40
MEDICAL SUPPORT Total		19	£19.23
NURSING/MIDWIFERY	African - Other	9	£18.49
	Asian - Other	<5	£13.93
	Don't Know	32	£18.06
	Prefer not to say	19	£19.18
	White - Irish	<5	£16.03
	White - Other	19	£20.99
	White - Other British	63	£21.44
	White - Scottish	279	£19.90
NURSING/MIDWIFERY Total		426	£19.92
OTHER THERAPEUTIC	Don't Know	<5	£36.79
	Prefer not to say	<5	£46.58
	White - Other	<5	£30.29
	White - Other British	<5	£27.09
	White - Scottish	15	£26.29
OTHER THERAPEUTIC Total		22	£28.16

PERSONAL AND SOCIAL CARE	Don't Know	<5	£25.21
	White - Other British	<5	£22.49
	White - Scottish	8	£21.35
PERSONAL AND SOCIAL CARE Total		12	£21.96
SUPPORT SERVICES	Don't Know	13	£14.87
	Mixed or Multiple Ethnic Group	<5	£13.87
	Prefer not to say	*	£15.43
	White - Other	10	£13.91
	White - Other British	15	£13.44
	White - Scottish	84	£14.80
SUPPORT SERVICES Total		129	£14.60
Grand Total		901	£19.72

Appendix 8. Ethnicity Analysis for Medical & Dental Staff

Occupational Segregation by Ethnicity - Medical & Dental staff - 2025		
Ethnic Category	Total No. of Employments	Average Basic Hourly Rate
African - African, African Scottish or African British	5	£71.36
Asian - Chinese, Chinese Scottish or Chinese British	<5	£23.15
Asian - Indian, Indian Scottish or Indian British	7	£71.71
Asian - Pakistani, Pakistani Scottish or Pakistani British	7	£55.66
Don't Know	17	£72.64

Other Ethnic Group - Arab, Arab Scottish or Arab British	<5	£55.16
Other Ethnic Group - Other	<5	£64.43
Prefer not to say	14	£69.39
White - Irish	5	£74.16
White - Other	14	£68.57
White - Other British	44	£67.46
White - Scottish	36	£66.52
Grand Total	153	£67.68

Appendix 9. Ethnicity Analysis for Senior Managers

Occupational Segregation by Ethnicity - Senior Managers 2025		
Ethnic Category	Total No. of Employments	Average Basic Hourly Rate
White - Other British	<5	£63.86
White - Scottish	<5	£50.79
Grand Total	<5	£57.32

The small size of the Orkney population and the small sample size result in some of the numbers involved being less than five means that the data is potentially staff-identifiable. It is therefore exempt under Section 38(1)(b) of the Freedom of Information (Scotland) Act 2002 and <5 has been noted in the relevant section.

*Please note that some percentages/ figures have been removed as leaving them in along with totals will allow the less than five numbers to be identified.