

NHS Shetland Equal Pay Statement and Equal Pay Monitoring Report 2025

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1. NHS Shetland Equal Pay Statement

1.1. 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

1.2 National Terms and Conditions

NHS Shetland 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 (AfC) Contract and Terms & Conditions of employment, NHS Medical and Dental (including General Practitioners) and NHS Scotland Executive and Senior Managers contracts of employment.

NHS Shetland 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.

1.3 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 be 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, [NHS Board] 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

1.4 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.

1.5 Equal Pay Policy

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

It is well recognised that the gender pay gap is caused by a range of societal and organisational factors which include:

- Occupational segregation
- A lack of quality part-time and flexible working opportunities
- The economic undervaluing of work which is stereotypically seen as female work such as care, retail, admin and cleaning
- Women's disproportionate responsibility for unpaid care
- Bias and a lack of transparency in recruitment, development and progression employment practices
- Workplace cultures
- Pay and grading systems

NHS Shetland 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 Shetland 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 Board] 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 Shetland 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 Shetland 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.

1.6 Equal Pay Actions

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

We will:

- Review this policy, 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.

Responsibility for implementing this policy is held by the NHS Shetland Chief Executive with the Human Resources Director 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 Shetland relating to equal pay, the NHS Scotland Grievance Policy is available for their use.

2. Equal Pay Monitoring

2.1. Purpose of this Report

The Equality Act 2010 (Specific Duties) (Scotland) Regulations 2012, came into force on 27 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 Shetland is meeting its legal duty to pay staff fairly.

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.
- 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."

As the year four report, as required by law, this report includes detailed pay information related to medical conditions/disability and ethnicity to understand pay gap / segregation.

For more profiling information on the workforce with comparison to the latest census data representative of the local community see the Workforce Monitoring Report 2025 available on the website.

2.2. Data Collection

The data sets provided by the Payroll Team reflect the workforce profile at 31 December 2024. The data is presented by different terms and conditions which are: Agenda for Change, Medical and Dental and Senior Managers.

Staff have the legal right not to disclose information about their protected characteristics. Any information staff supply is on a purely voluntary basis. Where numbers in a category/table are small, figures will be expressed as 'less than five', to reduce the risk of individuals being identified inadvertently.

3. Gender Pay Analysis

3.1. NHS Shetland Staff

Across the workforce the data shows a 25% pay variance between male and female staff, this is a reduction on last figures published in 2021 (28%). This compares with median pay which shows a 23% variation.

Table 1: Gender Pay Gap Analysis NHS Shetland

Gender Pay Gap analysis - hourly rate comparison - NHS Shetland 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	900	83.41%	£19.15	179	16.59%	£19.37	£0.22	1.14%	1079	£19.19
Hospital Medical and Dental	89	54.94%	£52.20	73	45.06%	£53.81	£1.61	2.99%	162	£52.93
Senior Managers	0	0.00%	£0.00	<5	100.0%	£54.50			<5	£54.50
NHS Shetland Total	989	79.69%	£22.12	252	20.31%	£29.54	£7.42	25.12%	1241	£23.64

3.2. Agenda for Change

Agenda for change (AFC) is the largest staff group representing 87% of the overall NHS Shetland workforce. All AFC roles are evaluated and graded through a structured job evaluation system. The overall variation in pay £0.22 / 1.14%, providing an average hourly rate of £19.19, compared with median pay rate of £16.42 for both male and female.

The variance is shown for each Job Family to be able to demonstrate the segregation of male and female workers across different staff groups. There is an anomaly within Healthcare Science Service staff; whereby there are more female staff than male, but the male staff are in higher banded roles, this results in a pay variation of 36%. A similar scenario can be seen for Allied Health Professionals, Other Therapeutic Services and Support Services staff structures.

Table 2: Gender Pay Analysis: AFC

Gender Pay Gap analysis - hourly rate comparison - Agenda for Change staff – 2025											
Job Family	Band	Female			Male			Total			
		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	38	12.10 %	£13.50	9	2.87 %	£13.38	-£0.11	- 0.84%	47	£13.48
ADMINISTRATIVE SERVICES	Band 3	108	34.39 %	£14.71	12	3.82 %	£14.75	£0.05	0.33%	120	£14.71
ADMINISTRATIVE SERVICES	Band 4	55	17.52 %	£15.86	5	1.59 %	£15.89	£0.03	0.17%	60	£15.86
ADMINISTRATIVE SERVICES	Band 5	26	8.28 %	£19.68	12	3.82 %	£19.58	-£0.10	- 0.49%	38	£19.65
ADMINISTRATIVE SERVICES	Band 6	15	4.78 %	£22.98	5	1.59 %	£24.49	£1.51	6.15%	20	£23.36
ADMINISTRATIVE SERVICES	Band 7	10	3.18 %	£27.42	9	2.87 %	£27.79	£0.37	1.34%	19	£27.60
ADMINISTRATIVE SERVICES	Band 8A	<5	0.96 %	£32.82	<5	0.32 %	£33.64	£0.83	2.45%	<5	£33.02
ADMINISTRATIVE SERVICES	Band 8B	<5	0.96 %	£38.50	<5	0.32 %	£39.36	£0.86	2.17%	<5	£38.72
ADMINISTRATIVE SERVICES	Band 8C	<5	<5 %	<5	<5	0.32 %	£46.58			<5	£46.58
ADMINISTRATIVE SERVICES	Band 9	<5	0.32 %	£61.02						<5	£61.02
ADMINISTRATIVE SERVICES Total		259	82.48 %	£16.91	55	17.52 %	£20.07	£3.17	15.78 %	314	£17.46
ALLIED HEALTH PROFESSION	Band 3	8	9.76 %	£14.34						8	£14.34
ALLIED HEALTH PROFESSION	Band 4	6	7.32 %	£15.97						6	£15.97
ALLIED HEALTH PROFESSION	Band 5	10	12.20 %	£17.05	<5	2.44 %	£18.56	£1.51	8.15%	12	£17.30
ALLIED HEALTH PROFESSION	Band 6	19	23.17 %	£23.92	<5	4.88 %	£22.95	-£0.98	- 4.26%	23	£23.76
ALLIED HEALTH PROFESSION	Band 7	22	26.83 %	£27.66	<5	2.44 %	£29.41	£1.76	5.97%	24	£27.80
ALLIED HEALTH PROFESSION	Band 8A	<5	4.88 %	£33.02	<5	3.66 %	£31.16	-£1.86	- 5.96%	7	£32.23
ALLIED HEALTH PROFESSION	Band 8B	<5	2.44 %	£36.79						<5	£36.79
ALLIED HEALTH PROFESSION Total		71	86.59 %	£23.24	11	13.41 %	£25.57	£2.33	9.12 %	82	£23.55
DENTAL SUPPORT	Band 3	6	16.67 %	£14.66						6	£14.66
DENTAL SUPPORT	Band 4	21	58.33 %	£16.16	<5	2.78 %	£16.42	£0.25	1.54%	22	£16.17
DENTAL SUPPORT	Band 5	6	16.67 %	£17.86						6	£17.86
DENTAL SUPPORT	Band 6	<5	2.78 %	£21.60						<5	£21.60

DENTAL SUPPORT	Band 7	<5	2.78 %	£29.41						<5	£29.41
DENTAL SUPPORT Total		35	97.22 %	£16.73	<5	2.78 %	£16.42	-£0.32	- 1.92%	36	£16.72
HEALTHCARE SCIENCES	Band 3	18	42.86 %	£14.85	<5	2.38 %	£15.03	£0.18	1.22%	19	£14.86
HEALTHCARE SCIENCES	Band 4	5	11.90 %	£15.89						5	£15.89
HEALTHCARE SCIENCES	Band 5	<5	2.38 %	£15.45						<5	£15.45
HEALTHCARE SCIENCES	Band 6	<5	4.76 %	£21.60	<5	4.76 %	£22.95	£1.35	5.88%	<5	£22.27
HEALTHCARE SCIENCES	Band 7	<5	7.14 %	£25.61	<5	7.14 %	£28.04	£2.43	8.66%	6	£26.82
HEALTHCARE SCIENCES	Band 8A	<5	4.76 %	£31.16	5	11.90 %	£31.66	£0.50	1.57%	7	£31.52
HEALTHCARE SCIENCES Total		31	73.81 %	£17.56	11	26.19 %	£27.58	£10.01	36.31 %	42	£20.19
MEDICAL SUPPORT	Band 3	<5	22.22 %	£14.48						<5	£14.48
MEDICAL SUPPORT	Band 4	<5	11.11 %	£16.42						<5	£16.42
MEDICAL SUPPORT	Band 5				<5	5.56 %	£16.53			<5	£16.53
MEDICAL SUPPORT	Band 6	8	44.44 %	£23.18	<5	11.11 %	£25.21	£2.03	8.06%	10	£23.58
MEDICAL SUPPORT	Band 7	<5	5.56 %	£29.41						<5	£29.41
MEDICAL SUPPORT Total		15	83.33 %	£20.37	<5	16.67 %	£22.32	£1.94	8.72%	18	£20.70
NURSING/MIDWIFERY	Band 2	12	3.25 %	£12.87	<5	0.54 %	£12.78	-£0.09	0.72%	14	£12.85
NURSING/MIDWIFERY	Band 3	69	18.70 %	£14.63	<5	0.81 %	£13.93	-£0.70	5.05%	72	£14.60
NURSING/MIDWIFERY	Band 4	10	2.71 %	£15.75						10	£15.75
NURSING/MIDWIFERY	Band 5	92	24.93 %	£19.54	5	1.36 %	£16.76	-£2.78	16.60 %	97	£19.40
NURSING/MIDWIFERY	Band 6	94	25.47 %	£23.33	7	1.90 %	£23.53	£0.20	0.84%	101	£23.35
NURSING/MIDWIFERY	Band 7	54	14.63 %	£27.36	<5	0.81 %	£28.04	£0.68	2.43%	57	£27.39
NURSING/MIDWIFERY	Band 8A	6	1.63 %	£31.58	<5	0.54 %	£32.40	£0.83	2.55%	8	£31.78
NURSING/MIDWIFERY	Band 8B	8	2.17 %	£37.76						8	£37.76
NURSING/MIDWIFERY	Band 8C	<5	0.27 %	£43.45						<5	£43.45
NURSING/MIDWIFERY	Band 9	<5	0.27 %	£61.02						<5	£61.02
NURSING/MIDWIFERY Total		347	94.04 %	£21.28	22	5.96 %	£21.13	-£0.16	- 0.75%	369	£21.27
OTHER THERAPEUTIC	Band 2	<5	9.76 %	£13.87						<5	£13.87
OTHER THERAPEUTIC	Band 3	<5	7.32 %	£15.03						<5	£15.03
OTHER THERAPEUTIC	Band 4	<5	9.76 %	£12.80	<5	2.44 %	£12.31	-£0.49	3.98%	5	£12.70
OTHER THERAPEUTIC	Band 5	<5	9.76 %	£18.85	<5	7.32 %	£19.62	£0.77	3.93%	7	£19.18
OTHER THERAPEUTIC	Band 6	<5	9.76 %	£22.27	<5	7.32 %	£22.80	£0.53	2.32%	7	£22.50
OTHER THERAPEUTIC	Band 7	6	14.63 %	£26.62						6	£26.62
OTHER THERAPEUTIC	Band 8A	<5	9.76 %	£33.02	<5	2.44 %	£33.64	£0.62	1.84%	5	£33.15
OTHER THERAPEUTIC	Band 8B	<5	4.88 %	£36.79						<5	£36.79

OTHER THERAPEUTIC	Band 8C	<5	2.44 %	£43.45						<5	£43.45
OTHER THERAPEUTIC	Band 8D				<5	2.44 %	£51.59			<5	£51.59
OTHER THERAPEUTIC Total		32	78.05 %	£22.66	9	21.95 %	£24.98	£2.32	9.28 %	41	£23.17
PERSONAL AND SOCIAL CARE	Band 3	<5	5.26 %	£15.03						<5	£15.03
PERSONAL AND SOCIAL CARE	Band 4	<5	10.53 %	£16.42						<5	£16.42
PERSONAL AND SOCIAL CARE	Band 5	12	63.16 %	£19.92						12	£19.92
PERSONAL AND SOCIAL CARE	Band 6	<5	10.53 %	£23.40						<5	£23.40
PERSONAL AND SOCIAL CARE	Band 7	<5	10.53 %	£29.41						<5	£29.41
PERSONAL AND SOCIAL CARE Total		19	100.00 %	£20.66	0	0.00 %				19	£20.66
SUPPORT SERVICES	Band 2	79	50.00 %	£13.47	52	32.91 %	£13.34	-£0.13	1.00 %	131	£13.42
SUPPORT SERVICES	Band 3	5	3.16 %	£15.03	<5	2.53 %	£14.48	-£0.55	3.81 %	9	£14.79
SUPPORT SERVICES	Band 4	6	3.80 %	£16.19	2	1.27 %	£15.75	-£0.44	2.80 %	8	£16.08
SUPPORT SERVICES	Band 5				<5	1.90 %	£18.26			<5	£18.26
SUPPORT SERVICES	Band 6				<5	1.90 %	£24.01			<5	£24.01
SUPPORT SERVICES	Band 7	<5	0.63 %	£29.41	<5	1.27 %	£29.41	£0.00	0.00 %	<5	£29.41
SUPPORT SERVICES	Band 8B				<5	0.63 %	£36.79			<5	£36.79
SUPPORT SERVICES Total		91	57.59 %	£13.91	67	42.41 %	£15.01	£1.09	7.29 %	158	£14.38
Grand Total		900	83.41 %	£19.15	179	16.59 %	£19.37	£0.22	1.14 %	1079	£19.19

3.3. Medical and Dental

Table 3 Gender Pay Analysis, Medical and Dental Staff

Gender Pay Gap analysis hourly rate comparison - Hospital Medical & Dental staff - 2025											
Job Family	Female			Male			Total				
	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	
ASSOCIATE ADVISER	<5	100.00 %	£59.38						<5	£59.38	
CLINICAL DIRECTOR				<5	100.00 %	£54.87			<5	£54.87	
CONSULTANT	8	53.33 %	£63.62	7	46.67 %	£56.34	-£7.28	12.93 %	15	£60.23	
DENTAL OFFICER COMMUNITY	5	71.43 %	£39.92	<5	28.57 %	£39.92	£0.00	0.00 %	7	£39.92	
GP APPRAISER	<5	100.00 %	£57.50						<5	£57.50	
LOCUM CONSULTANT	11	28.21 %	£55.34	28	71.79 %	£58.02	£2.68	4.62 %	39	£57.26	
LOCUM SPECIALTY REGISTRAR (STR)				<5	100.00 %	£28.18			<5	£28.18	
MEDICAL DIRECTOR	<5	100.00 %	£64.55						<5	£64.55	

SALARIED GP	53	63.10 %	£52.51	31	36.90 %	£53.33	£0.82	1.54%	84	£52.81
SENIOR CLIN FELLOW (STR)	<5	100.00%	£24.66						<5	£24.66
SPECIALIST COMMUNITY DENTAL OFFICER	<5	100.00%	£53.43						<5	£53.43
SPECIALITY DOCTOR				<5	100.00%	£35.69			<5	£35.69
SPECIALTY REGISTRAR (STR)	<5	75.00 %	£29.68	<5	25.00 %	£21.82	-£7.86	36.04 %	<5	£27.71
Grand Total	89	54.94 %	£52.20	73	45.06 %	£53.81	£1.61	2.99%	162	£52.93

Medical and Dental staff represent 13% of the workforce measured, which shows male and female staff more evenly distributed with a pay variation of 3% which equates to a monetary variation m/f of £1.61 per hour. In comparison median pay variation is in favour of female staff with a 2% difference.

3.4. Senior Managers

Table 4 Gender Pay Analysis Senior Managers

Gender Pay Gap analysis hourly rate comparison - Senior Managers – 2025										
Job Family	Female			Male			Total			
	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		£45.15			<5	£45.15
SENIOR MANAGER GRADE E				<5		£63.86			<5	£63.86
Grand Total	0	0.00%	0	<5	100.00 %	£54.50			<5	£54.50

The equal pay analysis and segregation of male and female senior manager staff is not reflective in the data shown as some have Agenda for Change terms and conditions shown separately; those in joint appointments, employed by the local authority are also not included in the profile.

4. Median Pay

4.1. NHS Shetland

Table 5: Median Pay Analysis NHS Shetland Workforce

NHS Shetland Median Pay - All Staff 24/25	
Group	Median Basic Hourly Rate
Female (989 employees)	£16.53
Male (254 employees)	£21.60
Female/Male Difference	£5.07

% Pay Gap	23.47%
Combined	£17.66

4.2. Agenda for Change

Table 6: Median Pay Analysis, AFC Staff

NHS Shetland Median Pay - AFC Staff 24/25	
Group	Median Basic Hourly Rate
Female (900 employees)	£16.42
Male (179 employees)	£16.42
Female/Male Difference	£0.00
% Pay Gap	0.00%
Combined	£16.42

4.3. Medical and Dental

Table 7: Median Pay Analysis, Medical and Dental Staff

NHS Shetland Median Pay - Medical Staff 24/25	
Group	Median Basic Hourly Rate
Female (89 employees)	£52.82
Male (73 employees)	£51.37
Female/Male Difference	-£1.45
% Pay Gap	-2.82%
Combined	£51.37

4.4. Senior Managers

Table 8: Median Pay Analysis, Senior Managers

NHS Shetland Median Pay - Snr Manager Staff 24/25	
Group	Median Basic Hourly Rate
Female (0 employees)	£0.00
Male (2 employees)	£54.50
Female/Male Difference	
% Pay Gap	
Combined	£54.50

5. Disability Pay Analysis

5.1. NHS Shetland Workforce

Overall, there is a pay differential of £3.20 per hour between average pay of staff who have identified as having a medical condition/disability and those that do not. Staff that identify with a medical condition / disability represent <5% of the workforce, the majority group, 89% of the workforce responded no and are comparative with the average hourly rate. Those that did not know or preferred not to say are also in a minority, both show a higher than overall average hourly rate of pay and higher than those who responded 'No',

The information suggests that NHS Shetland pay structure is free from discrimination related to Disability/Health Conditions.

In respect of more detailed analysis of separate staff group data, AFC staff showed variation across individual job families for the number of staff identifying with a medical condition or disabilities, although remained a minority when compared with no response. There was also variation to average pay for yes responses compared with overall average hourly rate, some job families had a higher than average hourly rate and some lower compared with the overall average hourly rate of pay.

Medical and Dental staff identifying with a medical condition or disability had a gap of £5.67 compared with the overall average hourly rate.

Table 9: Disability Pay Analysis, NHS Shetland staff summary

Occupational Segregation by Medical Condition/Disability in the Last 12 Months - NHS Shetland Staff Summary 2025		
Medical Condition/Disability in the Last 12 Months	Total No. of Employments	Average Basic Hourly Rate
Don't Know	52	£25.19
No	1109	£23.66
Prefer not to say	26	£26.51
Yes	56	£20.46
Grand Total	1243	£23.64

5.2. Agenda for Change

Table 10: Disability Pay Analysis AFC Staff

Occupational Segregation by Medical Condition/Disability in the Last 12 Months - 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	10	£17.21
	No	272	£17.36
	Prefer not to say	7	£19.76
	Yes	25	£18.00
ADMINISTRATIVE SERVICES Total		314	£17.46
ALLIED HEALTH PROFESSION	No	78	£23.29

	Yes	<5	£28.53
ALLIED HEALTH PROFESSION Total		82	£23.55
DENTAL SUPPORT	Don't Know	<5	£20.60
	No	34	£16.49
	Yes	<5	£20.60
DENTAL SUPPORT Total		36	£16.72
HEALTHCARE SCIENCES	No	37	£20.35
	Prefer not to say	<5	£25.51
	Yes	<5	£14.66
HEALTHCARE SCIENCES Total		42	£20.19
MEDICAL SUPPORT	No	17	£20.94
	Yes	<5	£16.53
MEDICAL SUPPORT Total		18	£20.70
NURSING/MIDWIFERY	Don't Know	19	£22.05
	No	334	£21.22
	Prefer not to say	<5	£18.89
	Yes	12	£22.45
NURSING/MIDWIFERY Total		369	£21.27
OTHER THERAPEUTIC	No	38	£23.52
	Prefer not to say	<5	£13.87
	Yes	<5	£21.10
OTHER THERAPEUTIC Total		41	£23.17
PERSONAL AND SOCIAL CARE	Don't Know	<5	£20.60
	No	16	£20.61
	Yes	<5	£21.10
PERSONAL AND SOCIAL CARE Total		19	£20.66
SUPPORT SERVICES	Don't Know	11	£14.59
	No	137	£14.42
	Prefer not to say	<5	£13.85
	Yes	<5	£13.05
SUPPORT SERVICES Total		158	£14.38
Grand Total		1079	£19.19

5.3. Medical and Dental

Table 11: Disability Pay Analysis Medical and Dental Staff

Occupational Segregation by Medical Condition/Disability in the Last 12 Months - Medical and Dental Staff		
Medical Condition/Disability in the Last 12 Months	Total No. of Employments	Average Basic Hourly Rate
Don't Know	10	£51.72
No	145	£53.10
Prefer not to say	5	£52.70
Yes	<5	£47.26
Grand Total	162	£52.93

5.4. Senior Managers

Table 12: Disability Pay Analysis Senior Managers

Occupational Segregation by Medical Condition/Disability in the Last 12 Months - Senior Managers 2025		
Medical Condition/Disability in the Last 12 Months	Total No. of Employments	Average Basic Hourly Rate
No	<5	£45.15
Prefer not to say	<5	£63.86
Grand Total	<5	£54.50

6. Ethnicity Pay Analysis

NHS Shetland

NHS Shetland has a broad range of ethnicities. The average hourly pay across the organisation is £23.64. In respect of segregation, the largest group of staff 'White Scottish' represented 58% of the workforce, showed a £3.02 pay differential below the overall average hourly pay. The highest variation above the average hourly pay was + £19.37 and lowest variation was - £10.32, both from global majority staff groups. The data shows 3/5 white ethnicity groups and 4/9 global majority ethnicity groups represented matched or exceeded the overall average hourly rate of pay.

'Prefer not to say' and 'Don't Know' responses both exceeded average pay, this equated to 8% of the workforce.

The data suggests that NHS Shetland is diverse and the pay structure appears free from any obvious pay discrimination related to ethnicity.

In respect of more detailed analysis across staffing groups, points for noting were:

AFC staff overall average hourly pay was £19.19.

A range of ethnicities were represented across the job families with exception to Allied Health Professionals and Other Therapeutic Services where staff only identified with a white ethnicity, or responded 'Prefer not to say' or 'Don't Know', which is therefore inconclusive and noted for further monitoring.

Medical and Dental staff average hourly rate was £52.93. A range of ethnicities were represented. 4/5 global majority ethnic categories and 3/4 white ethnic categories matched or exceeded.

Table 13: Ethnicity Pay Analysis for NHS Shetland staff

Occupational Segregation by Ethnicity - NHS Shetland Staff Summary 2025		
Ethnic Category	Total No. of Employments	Average Basic Hourly Rate
African – Other	9	£17.26
Asian - Bangladeshi, Bangladeshi Scottish or Bangladeshi British	<5	£32.27
Asian - Chinese, Chinese Scottish or Chinese British	<5	£20.60
Asian - Indian, Indian Scottish or Indian British	16	£43.01
Asian – Other	11	£18.84
Asian - Pakistani, Pakistani Scottish or Pakistani British	<5	£20.67

Don't Know	53	£25.67
Mixed or Multiple Ethnic Group	10	£23.00
Other Ethnic Group - Arab, Arab Scottish or Arab British	<5	£35.22
Other Ethnic Group – Other	<5	£13.32
Prefer not to say	47	£27.24
White – Irish	9	£34.75
White – Other	58	£26.65
White - Other British	282	£29.11
White – Polish	11	£14.74
White – Scottish	728	£20.62
Grand Total	1243	£23.64

6.1. Agenda for Change

Table 14: Ethnicity Pay Analysis for AFC Staff

Occupational Segregation by Ethnicity - AFC Staff 2025			
Job Family	Ethnic Category	Total No. of Employments	Average Basic Hourly Rate
ADMINISTRATIVE SERVICES	Asian - Chinese, Chinese Scottish or Chinese British	<5	£20.60
	Asian - Indian, Indian Scottish or Indian British	<5	£25.29
	Asian – Other	<5	£13.91
	Asian - Pakistani, Pakistani Scottish or Pakistani British	<5	£15.09
	Don't Know	10	£17.21
	Mixed or Multiple Ethnic Group	<5	£13.91
	Other Ethnic Group – Other	<5	£13.87
	Prefer not to say	14	£18.15
	White – Irish	<5	£13.93
	White – Other	7	£17.98
	White - Other British	72	£17.70
	White – Polish	<5	£16.52
	White – Scottish	197	£17.43
	ADMINISTRATIVE SERVICES Total		314
ALLIED HEALTH PROFESSION	Prefer not to say	<5	£31.16
	White – Irish	<5	£16.53
	White – Other	<5	£27.34
	White - Other British	19	£26.45
	White – Scottish	56	£22.41
ALLIED HEALTH PROFESSION Total		82	£23.55
DENTAL SUPPORT	Don't Know	<5	£20.60
	Mixed or Multiple Ethnic Group	<5	£20.60
	White – Other	5	£15.86
	White - Other British	<5	£18.14
	White – Scottish	26	£16.43
DENTAL SUPPORT Total		36	£16.72
HEALTHCARE SCIENCES	Asian - Indian, Indian Scottish or Indian British	<5	£20.69
	Prefer not to say	<5	£29.41
	White – Other	<5	£21.07
	White - Other British	13	£22.82
	White – Polish	<5	£15.75
	White – Scottish	22	£18.47

HEALTHCARE SCIENCES Total		42	£20.19
MEDICAL SUPPORT	Mixed or Multiple Ethnic Group	<5	£13.93
	White – Other	<5	£25.21
	White - Other British	<5	£20.12
	White – Scottish	14	£20.94
MEDICAL SUPPORT Total		18	£20.70
NURSING/MIDWIFERY	African – Other	8	£17.82
	Asian - Indian, Indian Scottish or Indian British	<5	£20.87
	Asian – Other	<5	£19.91
	Don't Know	18	£22.13
	Mixed or Multiple Ethnic Group	<5	£13.16
	Other Ethnic Group – Other	<5	£12.78
	Prefer not to say	6	£18.15
	White – Irish	<5	£34.22
	White – Other	15	£22.83
	White - Other British	68	£23.37
	White – Scottish	242	£20.71
NURSING/MIDWIFERY Total		369	£21.27
OTHER THERAPEUTIC	Asian - Pakistani, Pakistani Scottish or Pakistani British	<5	£26.25
	Prefer not to say	<5	£26.25
	White – Irish	<5	£43.45
	White – Other	<5	£18.35
	White - Other British	8	£22.77
	White - Scottish	28	£22.68
OTHER THERAPEUTIC Total		41	£23.17
PERSONAL AND SOCIAL CARE	Don't Know	<5	£20.60
	White - Other British	<5	£20.60
	White - Scottish	17	£20.67
PERSONAL AND SOCIAL CARE Total		19	£20.66
SUPPORT SERVICES	African - Other	<5	£12.78
	Asian - Bangladeshi, Bangladeshi Scottish or Bangladeshi British	<5	£13.87
	Asian - Indian, Indian Scottish or Indian British	<5	£12.78
	Asian – Other	<5	£13.32
	Don't Know	11	£14.59
	Other Ethnic Group - Arab, Arab Scottish or Arab British	<5	£13.87
	Prefer not to say	12	£14.75
	White - Other	9	£14.11
	White - Other British	24	£15.83
	White - Polish	6	£13.51
	White - Scottish	88	£14.09
SUPPORT SERVICES Total		158	£14.38
Grand Total		1079	£19.19

6.2. Medical and Dental

Table 15: Ethnicity Pay Analysis for Medical and Dental Staff

Occupational Segregation by Ethnicity - Medical & Dental staff - 2025		
Ethnic Category	Total No. of Employments	Average Basic Hourly Rate
Asian - Bangladeshi, Bangladeshi Scottish or Bangladeshi British	<5	£50.67

Asian - Indian, Indian Scottish or Indian British	11	£53.43
Asian - Other	<5	£52.46
Don't Know	12	£49.05
Mixed or Multiple Ethnic Group	<5	£57.14
Other Ethnic Group - Arab, Arab Scottish or Arab British	<5	£56.57
Prefer not to say	11	£53.61
White – Irish	<5	£59.81
White - Other	12	£53.06
White - Other British	72	£53.72
White – Scottish	37	£51.62
Grand Total	162	£52.93

6.3. Senior Managers

Table16: Ethnicity Pay Analysis for Senior Managers

Occupational Segregation by Ethnicity - Senior Managers 2025		
Ethnic Category	Total No. of Employments	Average Basic Hourly Rate
Prefer not to say	<5	£63.86
White - Scottish	<5	£45.15
Grand Total	<5	£54.50

7. Feedback

If you would like to comment on this report please return by:

Email: **By email to:** shet.corporateservices@nhs.scot

By post to:

Feedback Service,
NHS Shetland Board Headquarters,
Upper Floor Montfield,
Burgh Road,
Lerwick
ZE1 0LA
Shetland

8. Publishing the Report

The NHS Shetland Workforce Monitoring Report 2024/25 will be shared with NHS Shetland Staff Governance Committee and Area Partnership Forum. Thereafter, circulated electronically within NHS Shetland and posted on the [NHS Shetland website](#) so it will be accessible to staff, partner agencies and the wider community of Shetland.

9. Compilation of the Report: Acknowledgements

Compiled on behalf of NHS Shetland by Lorraine Allinson, HR/OH Services Manager, NHS Shetland.

All data sets provided by Payroll Team, HR Service Centre, NHS Grampian.

DRAFT