

NHS Forth Valley Gender Pay Gap

Summary of the Gender Pay Gap Analysis Hourly Rate Comparison 2021										
	<u>Female</u>			<u>Male</u>			<u>Combined</u>			
<i>Job Family</i>	<i>Gender count</i>	<i>Gender count % of Job Family</i>	<i>Average Basic Hourly Rate</i>	<i>Gender Count</i>	<i>Gender count % of Job Family</i>	<i>Average Basic Hourly Rate</i>	<i>Monetary Variance M to F £</i>	<i>Monetary Variance M to F %</i>	<i>Total Gender Count</i>	<i>Total Average Basic Hourly Rate</i>
Medical & Dental	204	46.05%	£43.65	239	53.95%	£48.25	£4.60	9.54%	443	£16.13
Senior Management	21	65.58%	£36.06	11	34.38%	£24.30	£11.76	-48.40%	32	£32.02
Agenda for Change	5517	88.96%	£16.39	685	11.04%	£17.10	£0.71	16.83%	6202	£16.47
Overall	5742	86.00%	£16.83	935	14.00%	£25.15	£8.32	30.69%	6677	£18.51