



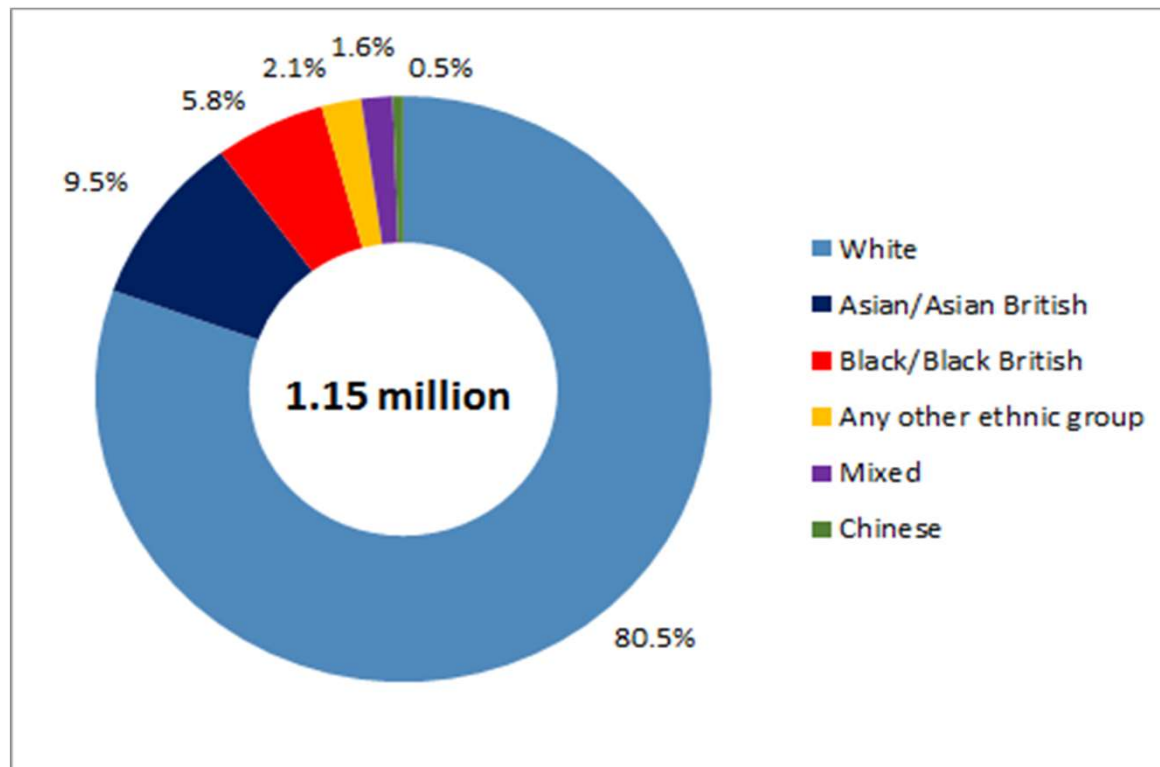
# The ethnic pay gap: Staff in the English NHS

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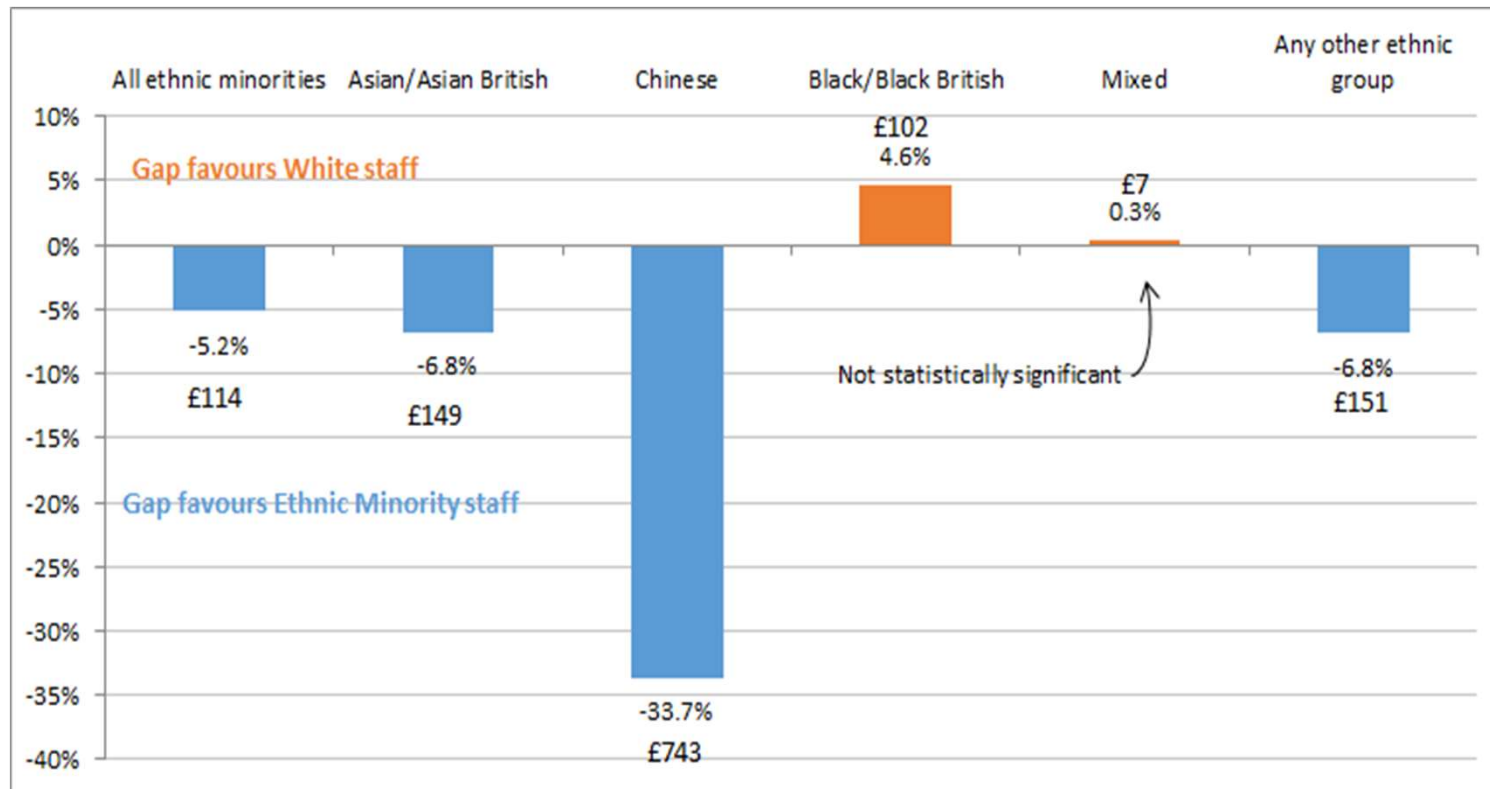
# Pay gap analysis

- Data:
  - Electronic Staff Record; aggregated data from NHD Digital
  - Directly employed NHS staff in England
  - Basic pay for one month (December 2017)
  - Other staff characteristics (sex, ethnicity, occupation, age group...)
- Analysis
  - Calculation of median & mean fte basic pay
  - Sex, ethnic group: Staff group, age, pay grade etc
  - Blinder-Oaxaca decomposition

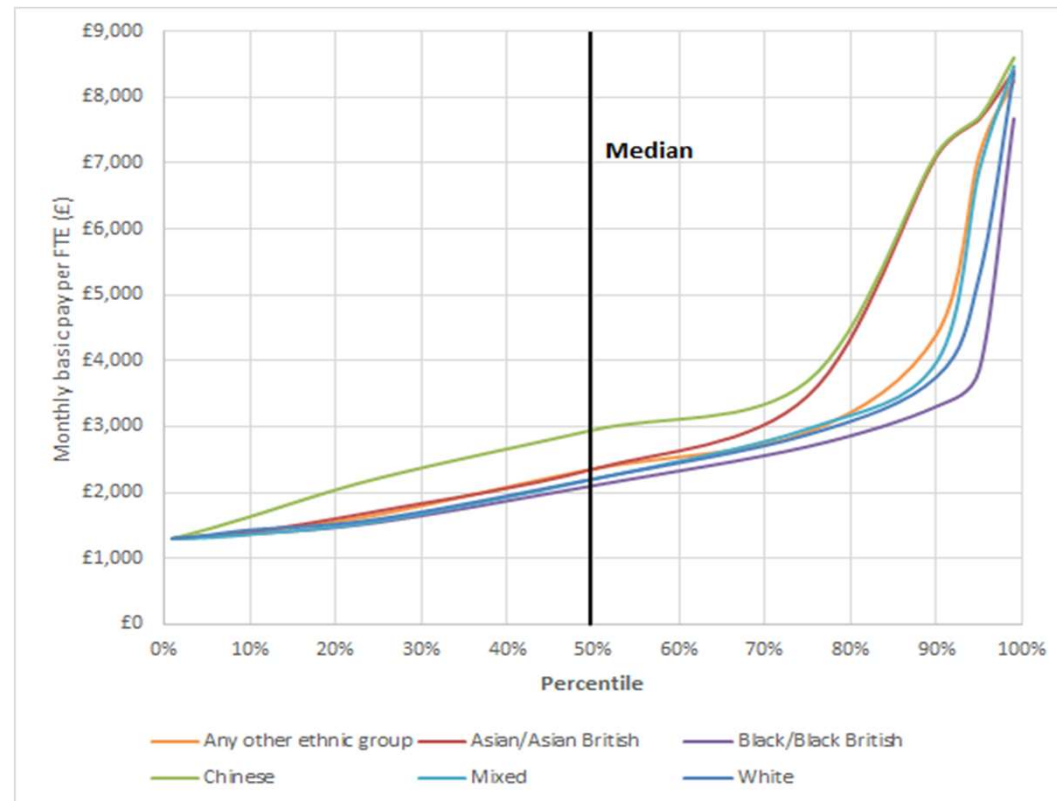
## NHS employees by ethnic group



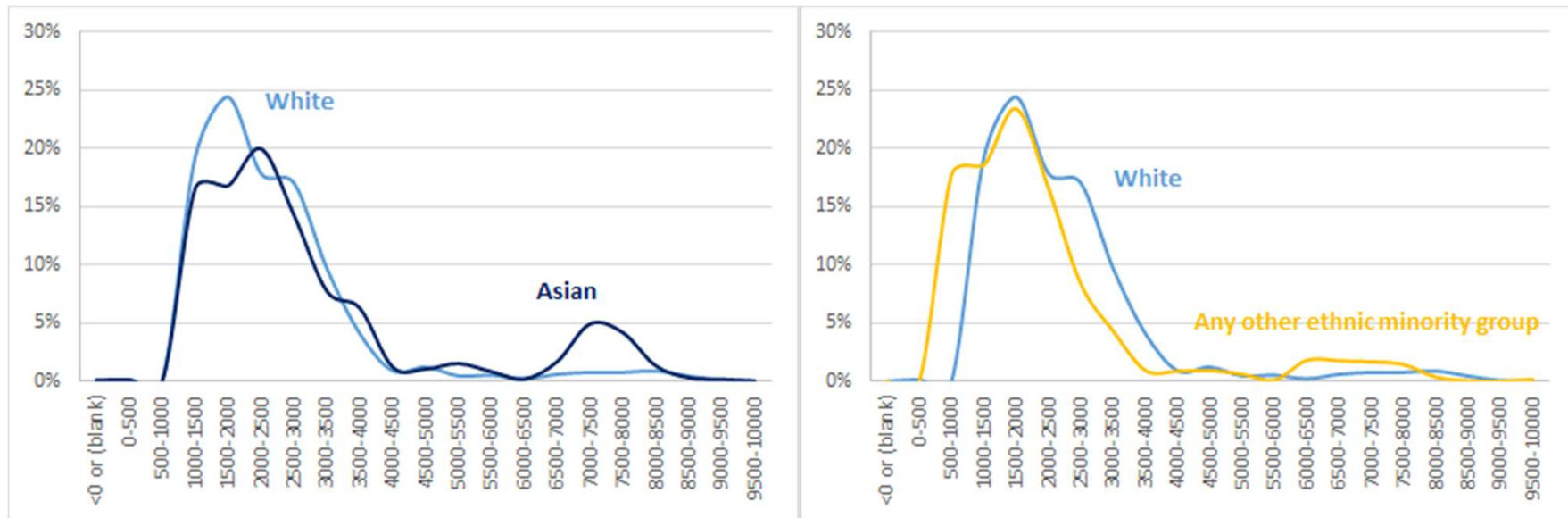
## Pay gap by ethnic group



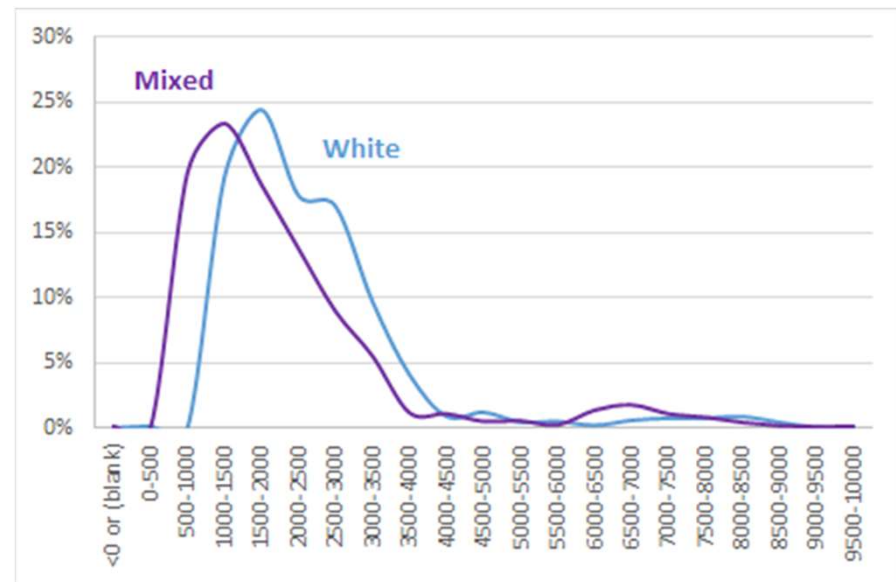
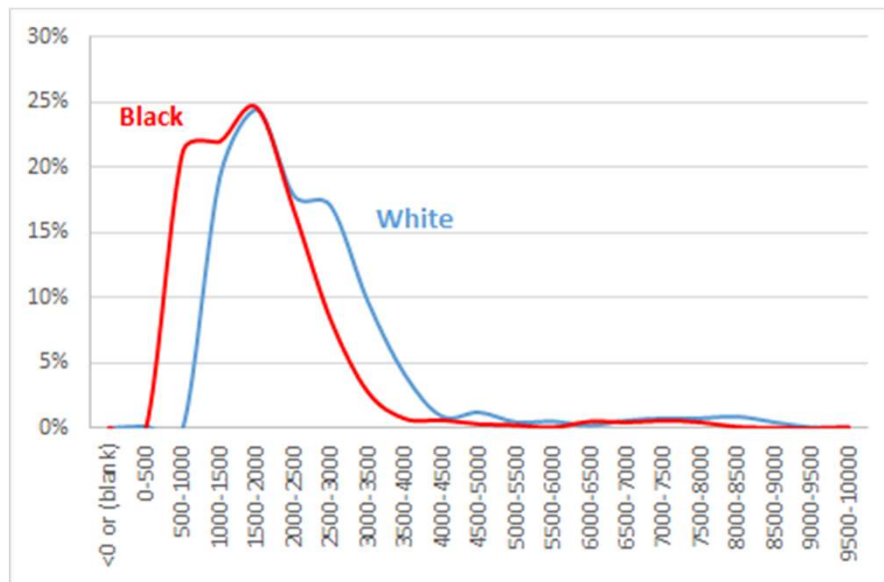
## Basic median pay by percentile



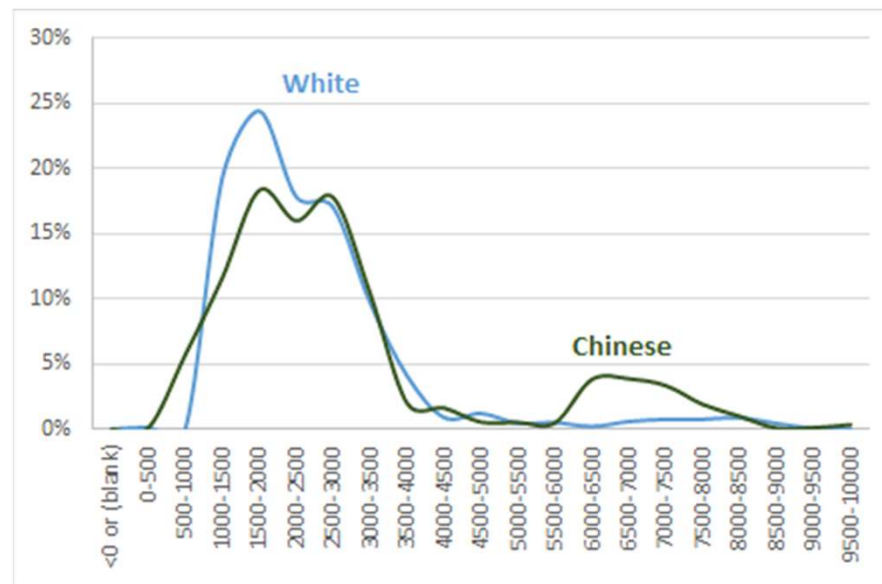
# Pay distributions



# Pay distributions

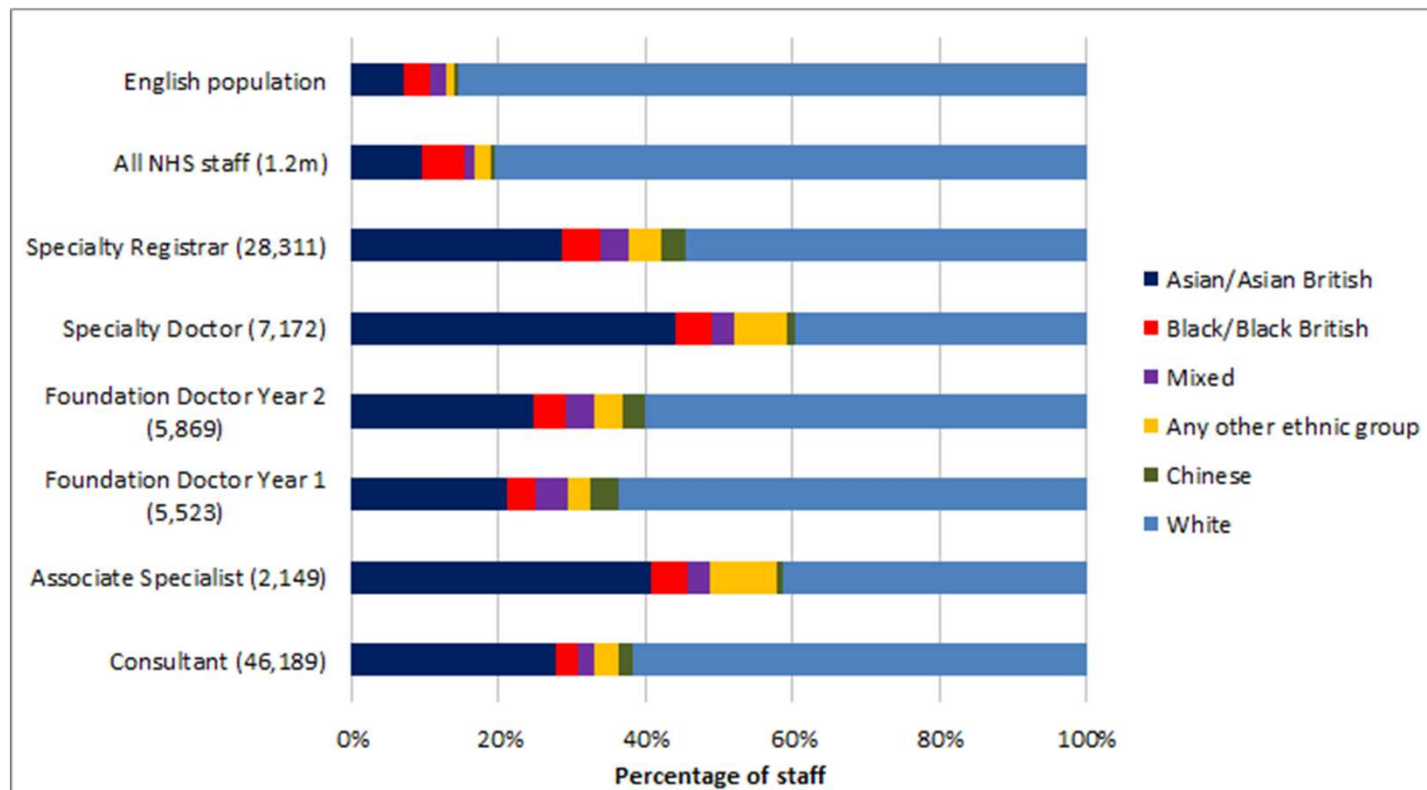


# Pay distributions

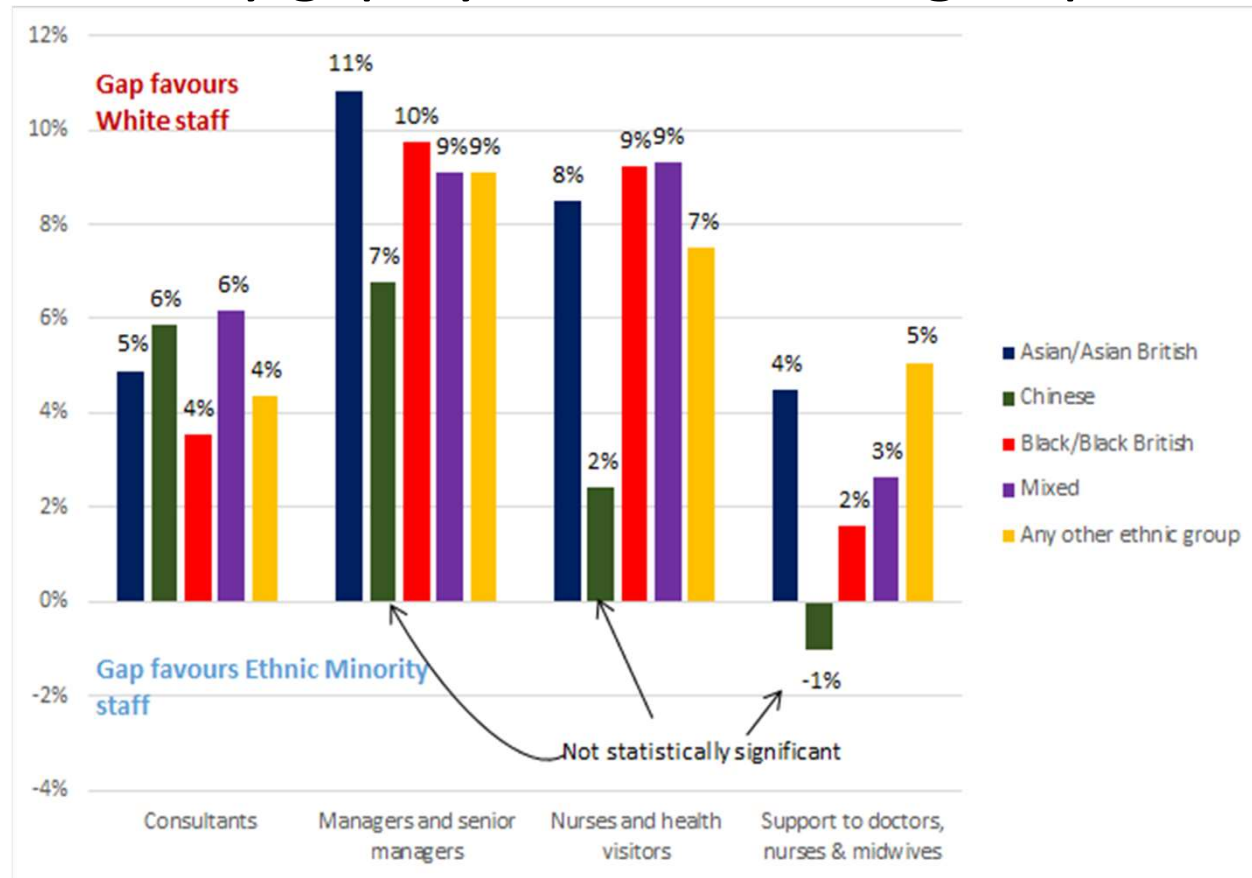




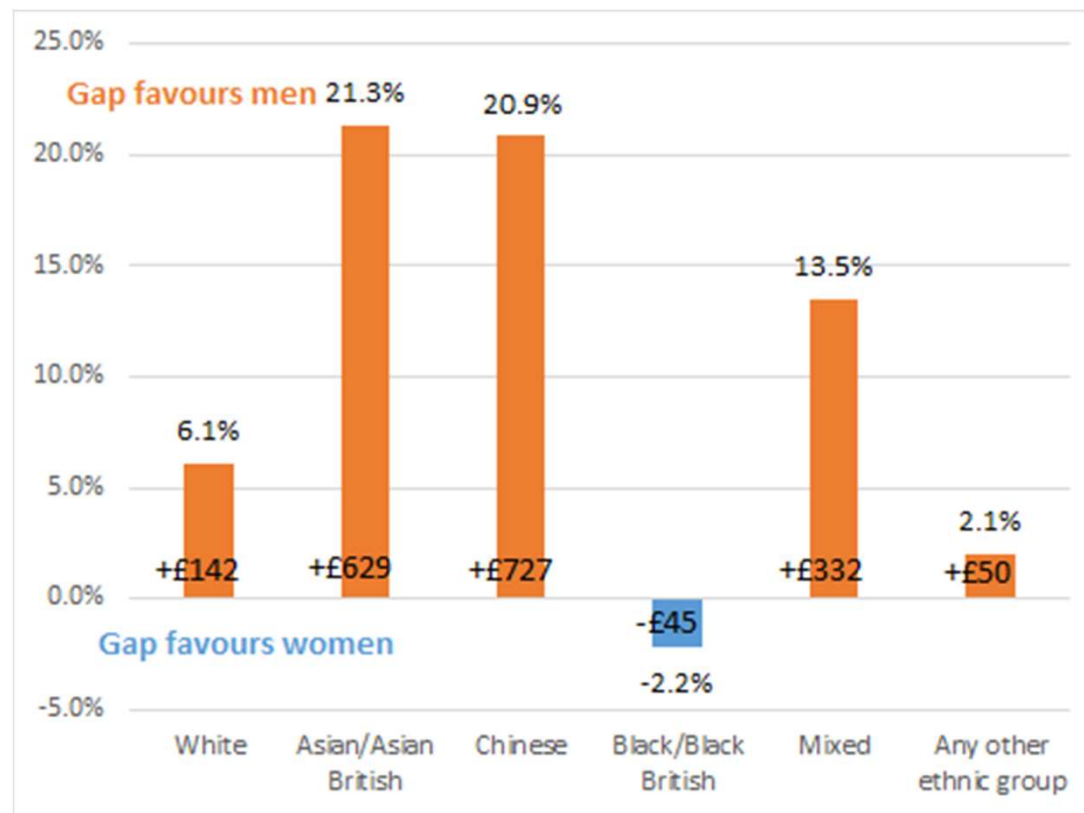
## Staff group by ethnic origin



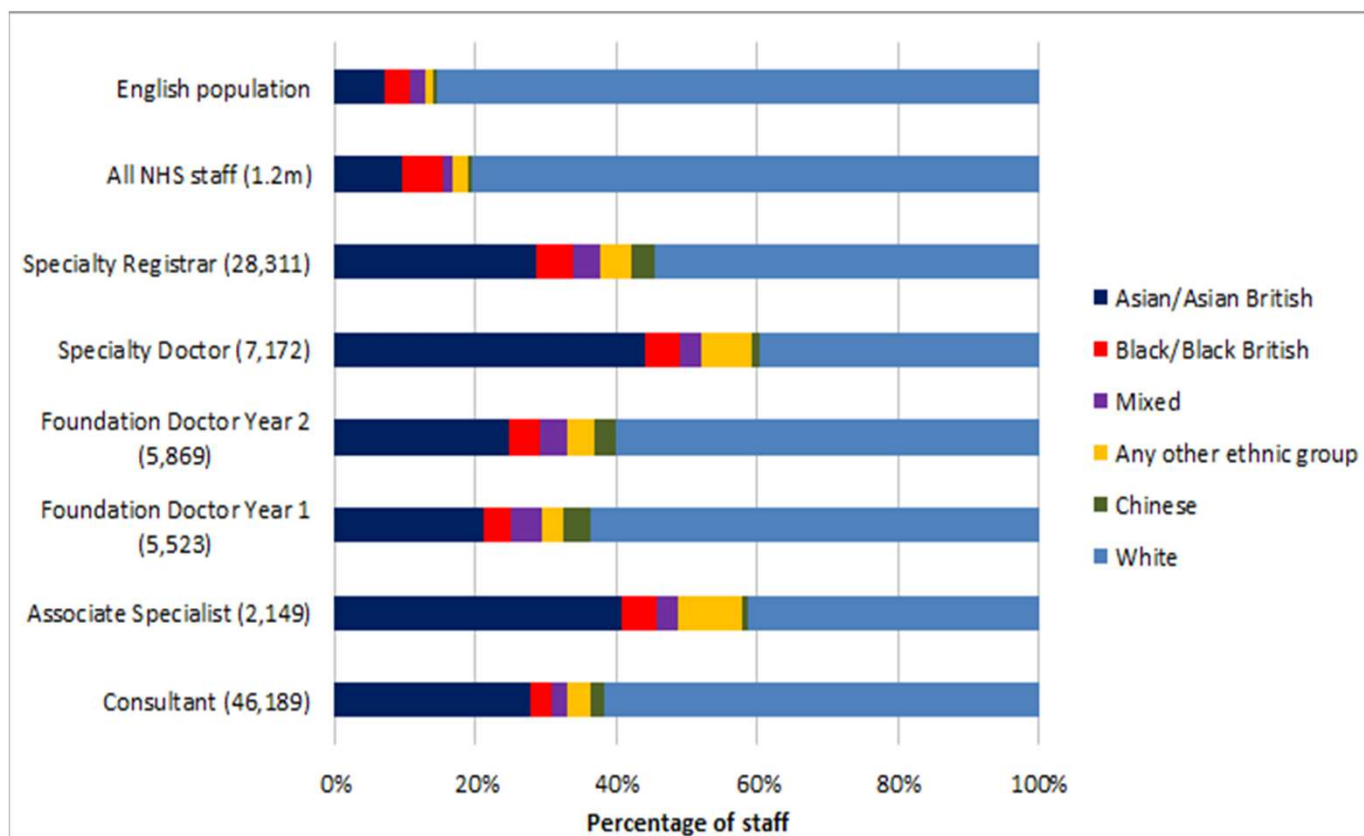
## Pay gap by selected staff groups



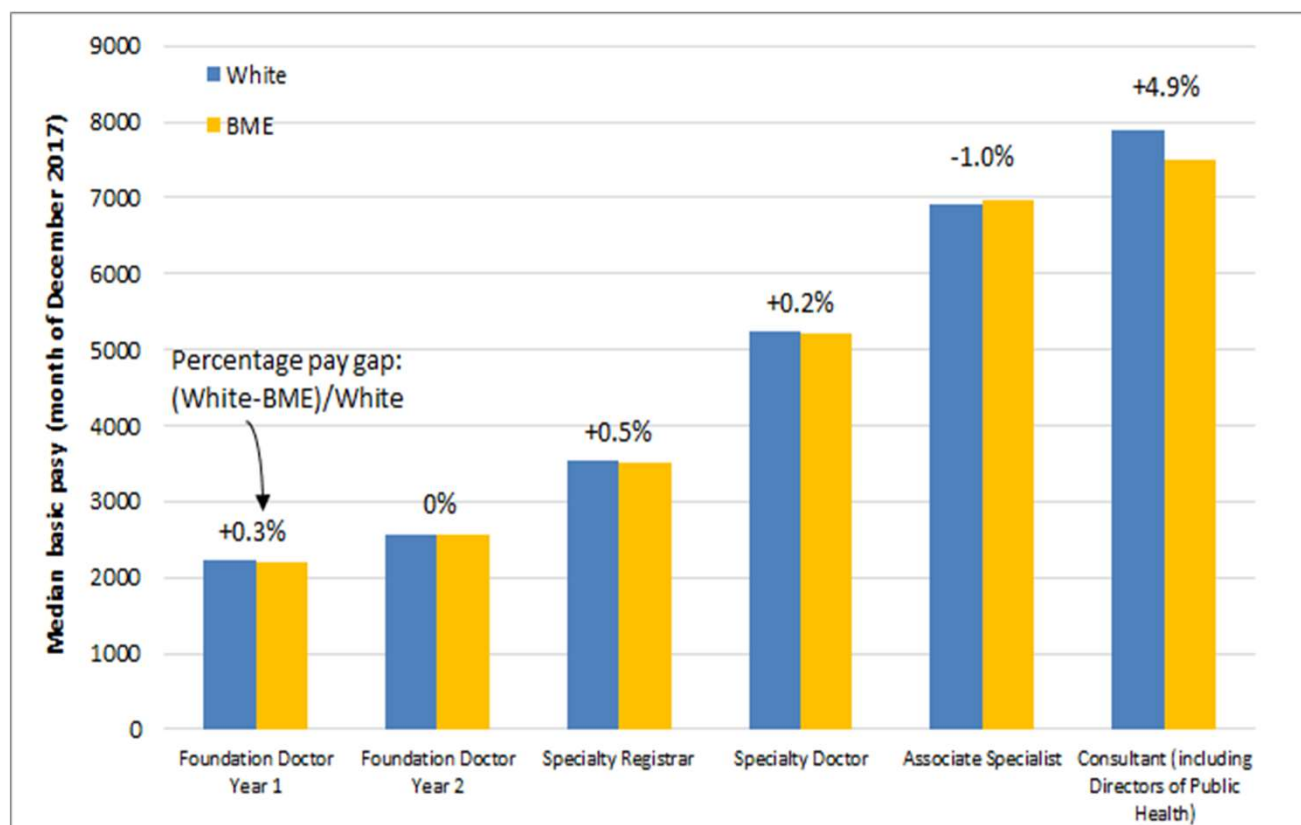
## Gender pay gap within ethnic groups



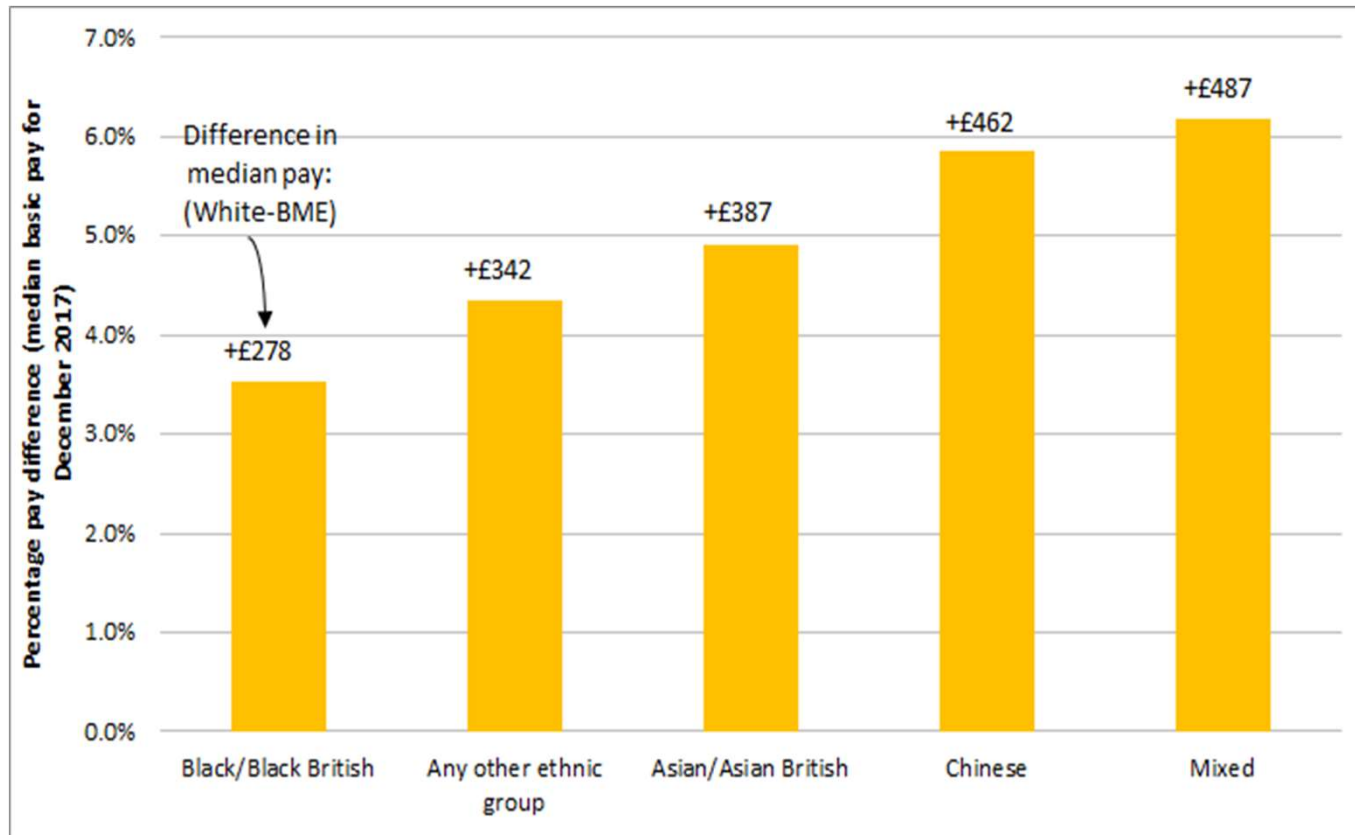
## Doctors by ethnic group



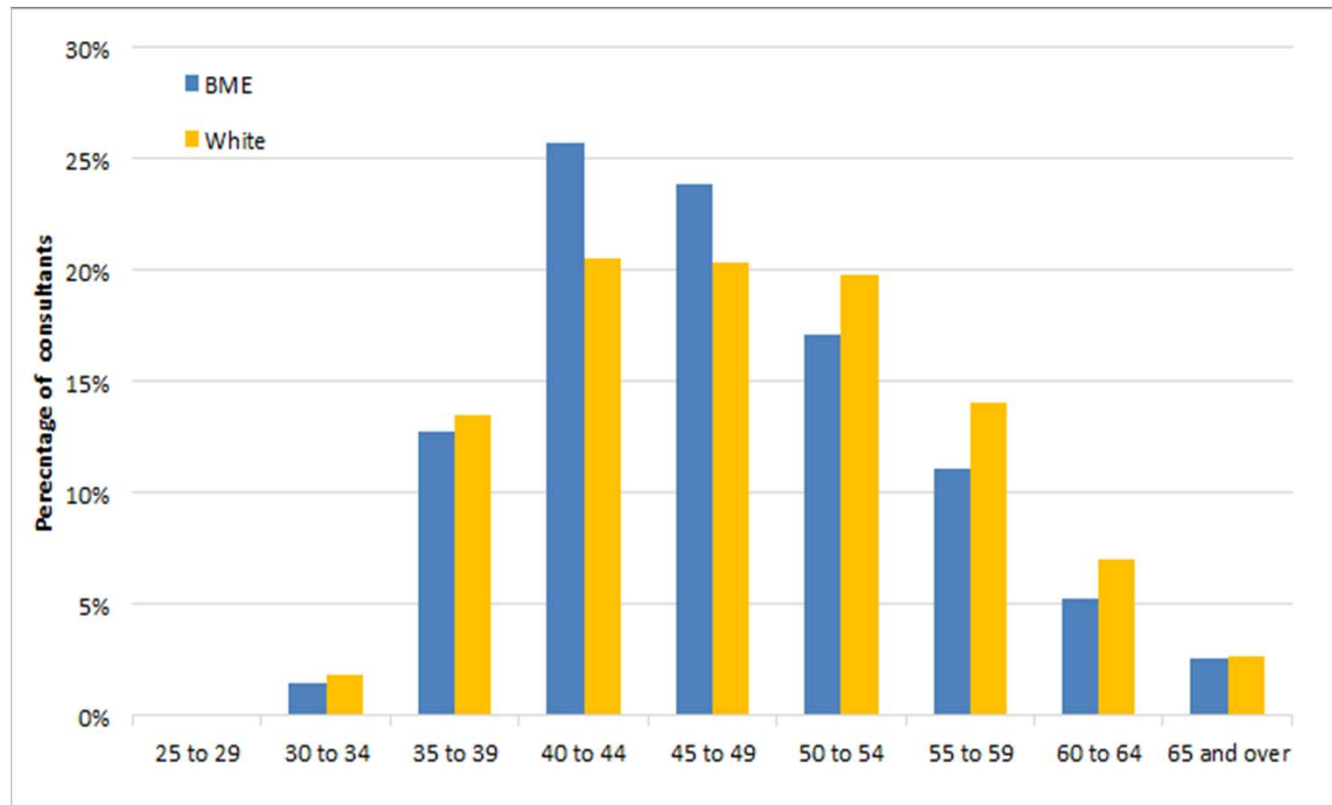
## Ethnic group pay gap by doctor grades



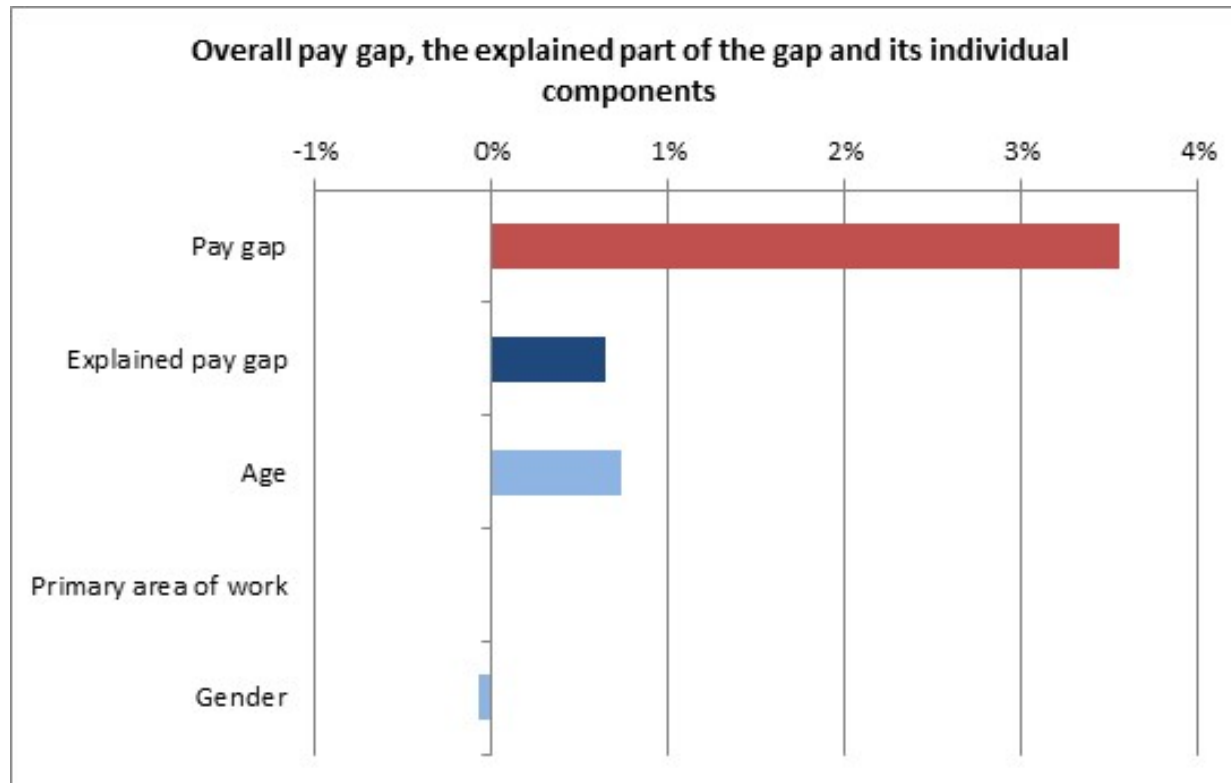
## Ethnic group pay gap for consultants



## Age distribution: White and BME consultants



## Decomposition of factors explaining ethnic (mean) pay gap for consultants





# What next?

- Research
  - Full time/Part time
  - Actual pay at staff level, total pay, CEA
  - Other staff characteristics
  - Trust/region: variation?
  - Other pay periods: hourly
  - Qualitative research: what explanatory factors matter? Warranted/unwarranted gaps?
- Policy
  - Monitor/publish pay gaps over time (cf NHS Digital tool published September 27 this year)?
  - Focus on Black/Black British?
  - Focus on occupations with largest gaps?
  - Gender pay gap within ethnic group?

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