

Equality Mainstreaming Report 2017

Equal Pay Statistics - Gender Pay Gap Analysis

Grade	Salary Scale 2016-17	Male %	Female %	Disabled %	Comments
Board Director	£77,886.00	100	0	0	
	£77,660.00	0	100	0	
	£72,234.00	100	0	0	
	£70,800.00	0	100	0	
	£66,990.00	100	0	0	
	£65,236.00	100	0	0	
C2	£62,904.00	100	0	0	
	£60,929.00	100	0	0	
	£58,957.00	100	0	0	
	£56,983.00	60	40	0	
C1	£55,079.00	70	30	10	
	£52,362.00	33	67	17	
	£49,647.00	50	50	0	
	£46,931.00	25	75	0	
	£44,214.00	0	100	0	
SEO	£42,187.00	62	38	1	
	£40,100.00	50	50	0	
	£38,013.00	37	63	5	
	£35,926.00	54	46	8	
HEO	£33,217.00	55	45	8	
	£31,012.00	40	60	0	
	£29,766.00	52	48	0	
	£28,519.00	58	42	2	
EO	£27,170.00	46	54	10	
	£25,443.00	54	46	2	
	£23,715.00	43	57	0	
AO	£21,477.00	54	46	10	
	£19,215.00	42	58	0	
AA	£17,993.00	50	50	17	
	£16,750.00	0	0	0	

The Gender Pay Gap data supplied is correct for all staff in post with Registers of Scotland on 31 March 2017.

There were 1131 staff in post. 547 females and 584 males.

Out of the 1131 staff in post only 13 staff are not on the officially published Registers of Scotland pay scales. 10 covered by TUPE regulations and 3 who are on Scottish Government terms and conditions.

For quarterly pay band information 283 staff were in Bands A, B and C and 282 in Band D.

Hourly rate

Men's hourly rate is

4%

Higher
(Mean)

0%

Higher
(Median)

The average hourly rate for a male was £14.96. For a female the rate was £14.36. This results on the 4% difference in the mean figure reported above.

The median information for both male and female staff was £14.07, resulting in a 0% difference.

Bonus pay

There were no bonuses paid in Registers of Scotland.

Men's bonus pay is

0%

Higher
(Mean)

0%

Higher
(Median)

Who received bonus pay

0%

Men

0%

Women

How many men and women are in the each quarter of the employer's payroll

Top quartile

56.2%

Men

43.8%

Women

Upper middle quartile

50.9%

Men

49.1%

Women

Lower middle quartile

49.5%

Men

50.5%

Women

Lower quartile

50%

Men

50%

Men

RoS is committed to the principle of equal pay for all employees and determines pay and conditions of employment that do not discriminate unlawfully and are free from bias by ensuring that equal pay is in place for the like work, work rated as equivalent and work of equal value.

To achieve equal pay, RoS uses a job evaluation system to assess the relative value of all jobs across the organisation. This provides evidence in support of the allocation of each job within our grading structure. Salaries are paid according to grade and annual progression within the grade irrespective of gender.