

D. GENDER PAY GAP AND EQUAL PAY

To undertake its functions, HES employs more than 1,000 core staff, which increases to around 1,200 during the summer season. Staff are employed in a wide variety of occupational disciplines ranging from stonemasons and other traditional crafts, to professional and technical specialists such as architects and inspectors, as well as front-line stewarding staff and behind-the-scene support and administration staff.

During 2012-13, a number of employees transferred to HES from Aberdeenshire Council under TUPE arrangements. Of the original 22 who transferred, two employees remain employed on the terms and conditions of previous employers under the Transfer of Undertakings (Protection of Employment) Regulations (TUPE). These staff have not been included in this report.

PAY BANDS AND WORKING PATTERNS

In line with the various occupational disciplines and functions, there are a variety of grades and associated rates of pay. There are eight pay bands incorporating some 16 different occupational groups. This includes the introduction of an Apprentice pay band in 2013.

There are also a variety of working patterns including standard full-time arrangements, five out

of seven day rotas, part-time arrangements (ranging from 40 hours per month to 35 hours per week and any number in between), permanent part year, temporary fixed-term and annualised hours.

Details of the pay bands and the occupational disciplines are shown at Annex A, Table A1.

PAY PROGRESSION

Of the eight pay bands, one has a progression time of two years, and the remaining six pay bands have progression times of four years.

Progression times, and respective minima and maxima for each of the Bands are detailed at Table 2, Appendix A.

PAY ON PROMOTION

All staff are placed at the minimum of the pay band on promotion irrespective of position in previous pay band or length of service.

ANALYSIS

The table below details gender pay gap information of both the mean and median hourly rate of pay for men and women within each pay band. Analysis of hourly rate of pay was based on Basic FTE Salary / 52 / 37 as at 31 August 2016.

Pay band	Gender					
	Female		Male		Female/Male	
	Mean salary	Median salary	Mean salary	Median salary	Mean	Median
Apprentice	£8.43	£8.55	£8.11	£8.06	3.74%	5.80%
Keykeeper	£8.52	£8.52	£8.52	£8.52	0.00%	0.00%
Pay Band A	£8.83	£8.81	£8.90	£9.10	-0.87%	-3.28%
Pay Band B	£10.76	£10.98	£11.06	£11.29	-2.81%	-2.87%
Pay Band C	£14.20	£15.08	£14.35	£15.08	-1.08%	0.00%
Pay Band D	£18.00	£18.59	£18.20	£18.59	-1.10%	0.00%
Pay Band E	£21.97	£22.62	£22.20	£22.62	-1.03%	0.00%
Pay Band F	£27.42	£27.75	£27.63	£27.75	-0.75%	0.00%
Pay Band G	£32.65	£33.81	£32.26	£33.81	1.19%	0.00%
TUPE terms	£9.36	£9.36	£-	£-	100%*	100%
All Staff	£12.44	£10.21	£12.72	£11.29	-2%	-11%

*there are no salaried male employees working under TUPE terms

CONCLUSION

Within HES, where men and women are undertaking work of equal value, they are paid a similar hourly rate and consequently the gender pay gap is low, with an overall pay gap of 2 per cent and 11 per cent (mean and median respectively).

HES experiences gaps in median pay within two of the lower grades. Again, these sit comfortably below national averages. Within these grades, there are a higher proportion of longer-serving men who have reached their maximum salary for the grade, for example, Pay Band A has 59 per cent of men on the maximum salary compared to only 46 per cent

of woman, while Pay Band B has 74 per cent of men on the maximum salary compared to only 48 per cent of women.

There are no males working under TUPE terms within the organisation. Three of the four female apprentices (75 per cent) have reached their max compared with only 13 of the 29 male apprentices (45 per cent), leading to the imbalance.

As the mechanism for eliminating or reducing equal pay gaps will be dealt with under the pay negotiations, the affordability factors will be explored as part of future pay remits.