



NHS Lanarkshire's Equal Pay Statement and Pay Information 2017

1. Subject

NHS Lanarkshire has a duty to:

- *Gather and use employment information*
- *Publish gender pay gap information*
- *Publish statements on equal pay*

To demonstrate compliance with the requirements of the Specific Duties, in support of the Equality Act 2010.

2. Background

The Equality Act became law on 1st October 2010 and replaced previous anti-discrimination laws with a single Act. It simplified the law into a single source and ensures that everyone who is protected under law from discrimination, harassment or victimisation is afforded the same level of protection. The Act introduced the Public Sector Duty.

The duty has two parts – a General Duty and Specific Duties. The General Duty came into force in April 2011 and applies to any organisation which carries out a public function.

In meeting the General Duty and we must have due regard to:

- *Eliminate unlawful discrimination, harassment and victimisation*
- *Advance equality of opportunity between different groups*
- *Foster good relations between different groups*

The General Duty is supported by Specific Duties that required:

- *The publication of an equal pay statement before 30th April 2013.*
- *The publication of gender pay gap information.*
- *The collection and use of employment information.*

3. Action

Review the statement and action points with trade unions and professional organisations as appropriate, every 2 years (2nd review 2017)

4. Next Steps

- The equal pay statement to be reviewed by the APF.
- Publication of the reviewed equal pay statement and updated equal pay information on NHS Lanarkshire's website before 30th April 2017.

5. Further Information

Please contact Hina Sheikh on hina.sheikh@lanarkshire.scot.nhs.uk or alternatively by telephone on 01698 377816

Equality Act Specific Duty - Equal Pay Statement

This statement has been agreed in partnership and is reviewed on a regular basis by the NHS Lanarkshire Area Partnership Forum and the staff governance Committee.

NHS Lanarkshire 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, political beliefs, religion or belief, sex or sexual orientation.

NHS Lanarkshire understands that the right to equal pay between women and men is a legal right under both domestic and European Law. In addition, the Equality Act 2010 (Specific Duties) (Scotland) Regulations required NHS Lanarkshire to complete the following actions:

- Publish gender pay gap information by 30 April 2017. (Appendix 1)
- The equal pay statement to be reviewed by the APF. (Completed March 2017)
- Publication of the reviewed equal pay statement and updated equal pay information (Appendix 2) on NHS Lanarkshire's website before 30th April 2017.
- Publish a statement on equal pay between men and women by 30 April 2013, and to include the protected characteristics of race and disability in the second and subsequent statements from 2017 onwards.

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

NHS Lanarkshire 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 operate pay systems which are transparent, based on objective criteria and free from unlawful bias.

In line with the General Duty of the Equality Act 2010, our objectives are 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.
- Promote good relations between people sharing different protected characteristics in the implementation of equal pay

We will:

- Review this policy, statement and action points with trade unions and professional organisations as appropriate, every 2 years and provide a formal report within 4 years;
- Inform employees as to 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;
- 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 the impact of our practices in line with the requirements of the Equality Act 2010;
- Consider, and where appropriate, undertake a planned programme of equal pay reviews in line with guidance to be developed in partnership with the workforce.

Responsibility for implementing this policy is held by the NHS Lanarkshire Chief Executive.

If a member of staff wishes to raise a concern at a formal level within NHS Lanarkshire relating to equal pay, the Grievance Procedure is available for their use

Appendix 1 (data as at 31.12.2016)

Table A: Gender Pay Gap

Gender Pay Gap Information - NHSL Total						
Organisational Segregation	Female Employments	Female Employments as %	Male Employments	Male Employments as %	Gender Pay Gap Male to Female %	Total Employments
NHSL Total Organisation	10493	84.37%	1944	15.63%	25.95%	12437
Medical + Dental	579	52.07%	533	47.93%	13.03%	1112
All Agenda for Change	9878	87.73%	1382	12.27%	3.46%	11260
Senior Managers	32	53.33%	28	46.67%	3.19%	60

Organisational Segregation	Gender Pay Gap Male to Female %			Improvement over 2 year period 2012-14	Improvement over 2 year period 2014-16	Overall Improvement over 4 year period 2012-16
	2012	2014	2016			
NHSL Total Organisation	28.32%	27.81%	25.95%	0.51%	1.86%	2.37%
Medical + Dental	13.49%	13.14%	13.03%	0.35%	0.11%	0.46%
All Agenda for Change	5.19%	3.25%	3.46%	1.94%	(0.21%)	1.73%
Senior Managers	11.82%	0.36%	3.19%	11.46%	(2.83%)	8.63%

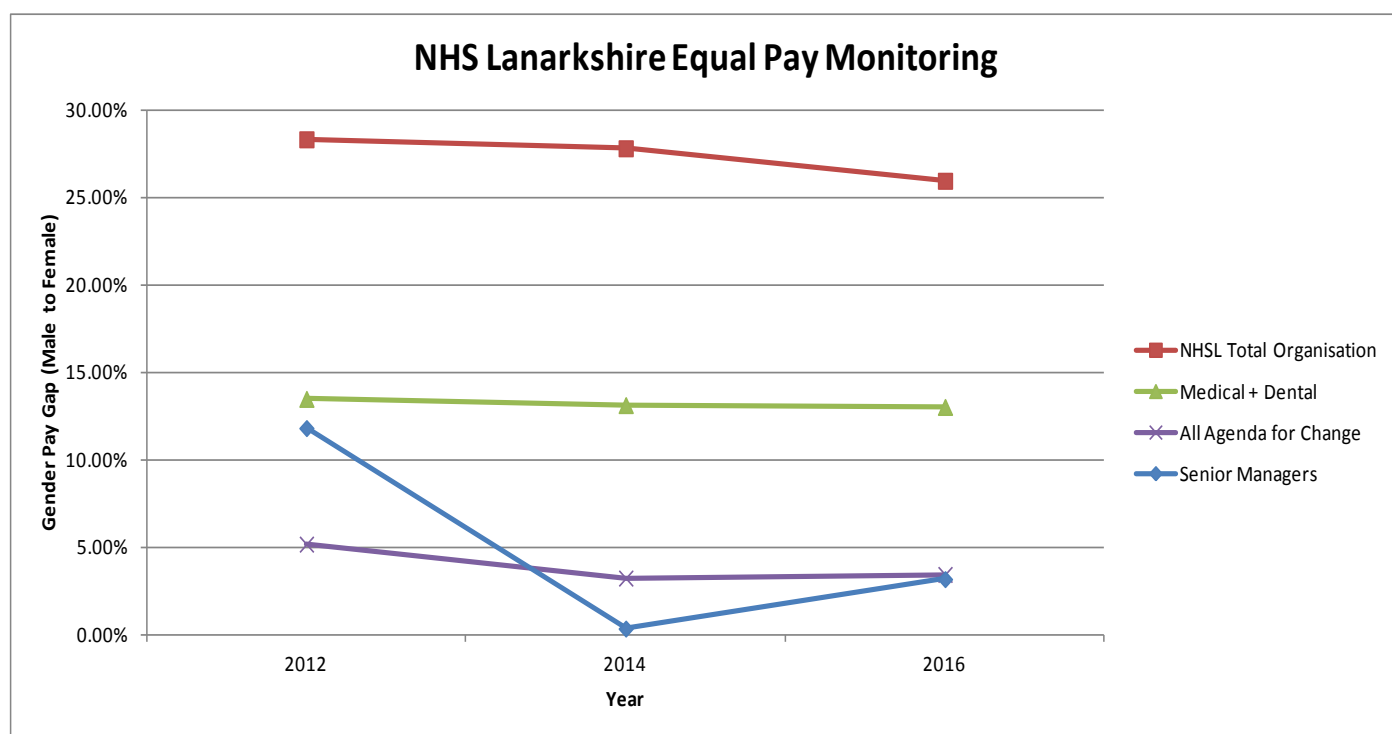


Table B: Occupational Segregation by Gender

Occupational Segregation by Gender - Medical & Dental staff				
Medical Grade	Female Employment s	Male Employment s	Gender Pay Gap Male to Female %	Total Employment s
Hospital Practitioner	2	1	0.00%	3
Dental Officer	18	1	1.44%	19
Clinical Fellow	2	2	4.62%	4
Senior Dental Officer	7	2	11.89%	9
Specialist Registrar	5	3	31.81%	8
General Practice Specialty Training	6	4	29.65%	10
Other	13	5	(0.62%)	18
Locum Appointment Training	8	7	(13.80%)	15
Salaried GP	3	11	(3.94%)	14
Associate Specialist	13	18	(2.71%)	31
Locum Appointment Service	17	18	8.01%	35
Blank	18	21	15.65%	39
Specialty Registrar (Core Training)	31	24	(0.42%)	55
Foundation House Officer Year 1	39	25	0.52%	64
Foundation House Officer Year 2	39	25	(0.36%)	64
Specialty Doctor	72	29	5.12%	101
Specialty Registrar	90	63	(2.44%)	153
Consultant	191	260	1.36%	451
Other Individual Grades	5	14		19
Grand Total	579	533	13.03%	1112

Occupational Segregation by Gender - AFC Staff

Job Family	Band	Female Employments	Male Employments	Gender Pay Gap Male to Female %	Total Employments
ADMINISTRATIVE SERVICES	Band 1		2		2
	Band 2	474	56	(2.41%)	530
	Band 3	482	29	(3.24%)	511
	Band 4	534	19	(2.93%)	553
	Band 5	143	35	(0.48%)	178
	Band 6	96	38	(0.93%)	134
	Band 7	42	28	(0.59%)	70
	Band A	15	6	0.75%	21
	Band B	9	3	1.68%	12
	Band C	5	3	3.26%	8
	Band D		1		1
ADMINISTRATIVE SERVICES Total		1800	220	18.63%	2020
ALLIED HEALTH PROFESSION	Band 2	4			4
	Band 3	103	2	(2.38%)	105
	Band 4	64	9	(0.85%)	73
	Band 5	192	25	(2.49%)	217
	Band 6	452	38	(3.11%)	490
	Band 7	180	19	(2.54%)	199
	Band A	29	9	(0.94%)	38
	Band B	6	2	5.00%	8
	Band C	3	2	(1.41%)	5
	Band D		2		2
ALLIED HEALTH PROFESSION Total		1033	108	6.80%	1141
HEALTHCARE SCIENCES	Band 2	31	8	(4.54%)	39
	Band 3	79	21	(3.85%)	100
	Band 4	28	10	(4.10%)	38
	Band 5	13	6	(2.22%)	19
	Band 6	134	30	(1.82%)	164
	Band 7	50	24	4.79%	74
	Band A	5	4	(1.44%)	9
	Band B	6	4	4.62%	10
	Band C		3		3
	Band D	2	2	6.73%	4
HEALTHCARE SCIENCES Total		348	112	9.52%	460
MEDICAL AND DENTAL SUPPORT	Band 3	15	1	(11.12%)	16
	Band 4	65			65
	Band 5	37	2	1.21%	39
	Band 6	11			11
	Band 7	12	4	3.56%	16
	Band A	1	1	10.40%	2
MEDICAL AND DENTAL SUPPORT Total		141	8	26.67%	149
NURSING/MIDWIFERY	Band 2	889	53	(3.34%)	942
	Band 3	450	99	(1.60%)	549
	Band 4	45	6	(3.51%)	51
	Band 5	2219	181	0.02%	2400
	Band 6	1288	108	0.79%	1396
	Band 7	415	62	1.34%	477
	Band A	55	7	0.62%	62
	Band B	28	3	3.73%	31
	Band C	9	1	10.51%	10
	Band D	2	1	12.90%	3
Band F	3			3	
NURSING/MIDWIFERY Total		5403	521	1.17%	5924

OTHER THERAPEUTIC	Band 2	19	7	(2.60%)	26
	Band 3	5	1	(15.41%)	6
	Band 4	15	2	(0.79%)	17
	Band 5	57	14	(1.98%)	71
	Band 6	83	12	(0.10%)	95
	Band 7	98	16	4.30%	114
	Band 9	1	1	0.00%	2
	Band A	80	16	1.58%	96
	Band B	29	10	0.80%	39
	Band C	16	6	6.86%	22
	Band D	1	2	0.00%	3
OTHER THERAPEUTIC Total		404	87	8.67%	491
PERSONAL AND SOCIAL CARE	Band 3	8			8
	Band 4	2			2
	Band 5	15			15
	Band 6	28	10	0.94%	38
	Band 7	22	7	1.26%	29
	Band A	7	1	1.41%	8
	Band B	6	2	(15.38%)	8
	Band C	1			1
Band D		1	100.00%	1	
PERSONAL AND SOCIAL CARE Total		89	21	11.69%	110
SUPPORT SERVICES	Band 1	548	76	0.00%	624
	Band 2	28	110	3.03%	138
	Band 3	61	53	(1.06%)	114
	Band 4	3	47	(0.65%)	50
	Band 5	5	1	(21.82%)	6
	Band 6	11	8	(4.60%)	19
	Band 7	2	8	0.46%	10
	Band A	1	1	0.00%	2
	Band B		1		1
	Band C	1			1
SUPPORT SERVICES Total		660	305	12.70%	965
Grand Total		9878	1382	3.46%	11260

Occupational Segregation by Ethnic Origin

Job Family	Ethnicity	Band	Total Employments	Comparison to Ave Basic Hourly Rate for Job Family
ADMINISTRATIVE SERVICES	Other	Band 2	1	19.43%
		Band 3	1	24.41%
		Band 6	1	(54.92%)
		Band 8+	1	(111.26%)
	Declined	Band 1	1	29.75%
		Band 2	54	21.39%
		Band 3	55	14.05%
		Band 4	58	3.57%
		Band 5	11	(14.93%)
		Band 6	10	(39.44%)
		Band 7	8	(79.04%)
	Don` t Know	Band 1	1	29.75%
		Band 2	134	22.38%
		Band 3	103	15.79%
		Band 4	118	1.95%
		Band 5	45	(18.83%)
		Band 6	30	(47.23%)
		Band 7	22	(74.43%)
		Band 8+	5	(109.68%)
	White - Irish	Band 2	1	19.43%
		Band 3	1	17.84%
		Band 4	2	1.23%
		Band 6	2	(44.22%)
	White - Other	Band 2	5	22.51%
		Band 3	3	11.49%
		Band 4	3	9.46%
		Band 5	3	(19.08%)
		Band 7	1	(81.96%)
	White - Other British	Band 2	14	24.09%
		Band 3	10	14.21%
		Band 4	17	1.99%
		Band 5	4	(25.18%)
		Band 6	7	(51.22%)
		Band 7	4	(81.96%)
	White - Scottish	Band 8+	3	(160.08%)
		Band 2	321	21.96%
		Band 3	338	14.30%
		Band 4	355	2.11%
		Band 5	115	(18.43%)
		Band 6	84	(46.39%)
Band 7		35	(73.22%)	
Band 8+	33	(138.61%)		
ADMINISTRATIVE SERVICES Total			2020	0.00%

ALLIED HEALTH PROFESSION	Other	Band 5	2	16.87%
		Band 6	4	(7.16%)
		Band 8+	1	(51.35%)
	Declined	Band 3	9	38.50%
		Band 4	2	31.08%
		Band 5	15	14.88%
		Band 6	29	(3.66%)
		Band 7	16	(27.25%)
		Band 8+	5	(68.63%)
	Don` t Know	Band 3	32	38.25%
		Band 4	18	31.14%
		Band 5	43	25.14%
		Band 6	74	(7.79%)
		Band 7	33	(24.93%)
		Band 8+	7	(42.01%)
	White - Irish	Band 5	10	25.60%
		Band 6	7	(2.60%)
		Band 7	3	(11.67%)
	White - Other	Band 4	1	29.23%
		Band 5	7	21.57%
		Band 6	4	(2.65%)
		Band 7	2	(24.11%)
		Band 8+	2	(43.49%)
	White - Other British	Band 3	3	38.10%
		Band 4	6	32.17%
		Band 5	16	21.75%
		Band 6	36	(5.07%)
		Band 7	8	(27.95%)
		Band 8+	5	(51.35%)
	White - Scottish	Band 2	4	46.45%
Band 3		61	39.49%	
Band 4		46	31.20%	
Band 5		124	20.44%	
Band 6		336	(5.21%)	
Band 7		137	(26.40%)	
Band 8+	33	(69.63%)		
ALLIED HEALTH PROFESSION Total			1141	0.00%
HEALTHCARE SCIENCES	Other	Band 3	2	32.93%
		Band 6	3	(1.06%)
		Band 7	2	(7.62%)
	Declined	Band 2	7	40.17%
		Band 3	8	33.53%
		Band 4	3	26.18%
		Band 6	10	(10.39%)
		Band 7	2	(21.23%)
		Band 8+	1	(92.08%)
	Don` t Know	Band 2	12	41.85%
		Band 3	26	34.96%
		Band 4	9	25.33%
		Band 5	10	13.38%
		Band 6	69	(14.95%)
		Band 7	30	(36.11%)
	Band 8+	7	(72.32%)	
	White - Other British	Band 4	2	25.16%
		Band 6	5	(7.00%)
		Band 7	2	(17.19%)
		Band 8+	3	(136.76%)
	White - Scottish	Band 2	20	43.33%
		Band 3	64	35.52%
		Band 4	24	28.35%
		Band 5	9	9.13%
Band 6		77	(9.69%)	
Band 7		38	(26.64%)	
Band 8+		15	(86.89%)	
HEALTHCARE SCIENCES Total			460	0.00%

MEDICAL AND DENTAL	African - Other	Not assimilated	6	43.52%
	Asian - Other	Not assimilated	14	6.35%
	Other	Not assimilated	3	18.99%
	Declined	Not assimilated	80	(17.06%)
	Don` t Know	Not assimilated	291	(5.36%)
	Mixed or Multiple Ethnic Group	Not assimilated	15	9.93%
	Other Ethnic Group - Other	Not assimilated	15	(13.18%)
	White - Irish	Not assimilated	40	10.22%
	White - Other	Not assimilated	43	(10.71%)
	White - Other British	Not assimilated	132	11.33%
	White - Scottish	Not assimilated	473	2.38%
	MEDICAL AND DENTAL Total			1112
MEDICAL AND DENTAL SUPPORT	Declined	Band 3	4	24.27%
		Band 4	5	13.87%
		Band 5	8	(7.26%)
		Band 7	1	(49.13%)
	Don` t Know	Band 3	3	22.41%
		Band 4	7	25.79%
		Band 5	3	(9.72%)
		Band 6	1	(24.93%)
		Band 7	3	(47.98%)
	Other	Band 3	1	31.70%
		Band 4	1	13.42%
		Band 5	1	(5.48%)
		Band 6	1	(35.79%)
		Band 8+	1	(65.92%)
	White - Scottish	Band 3	8	29.16%
		Band 4	52	14.97%
		Band 5	27	(5.76%)
		Band 6	9	(29.08%)
		Band 7	12	(46.35%)
		Band 8+	1	(85.17%)
MEDICAL AND DENTAL SUPPORT Total			149	0.00%

NURSING/MIDWIFERY	Asian - Other	Band 5	10	4.29%
	Declined	Band 2	70	35.91%
		Band 3	48	28.40%
		Band 4	6	21.47%
		Band 5	215	1.09%
		Band 6	107	(17.67%)
		Band 7	30	(37.63%)
		Band 8+	7	(66.66%)
		Don` t Know	Band 2	276
	Band 3		114	28.99%
	Band 4		11	19.61%
	Band 5		429	0.93%
	Band 6		300	(23.49%)
	Band 7		115	(44.32%)
	Band A		15	(68.34%)
	Band B		4	(102.72%)
	Band C		1	(149.64%)
	Band D		1	(186.62%)
	Other	Band 3	1	36.05%
		Band 5	1	(2.72%)
		Band 6	2	(18.35%)
		Band 7	1	(13.26%)
	White - Other British	Band 2	18	37.16%
		Band 3	12	29.55%
		Band 4	1	18.94%
		Band 5	77	2.64%
		Band 6	61	(19.15%)
		Band 7	19	(42.49%)
		Band B	1	(92.31%)
	Other Ethnic Group - Other	Band 2	2	33.88%
		Band 3	1	27.36%
		Band 5	3	3.41%
		Band 7	1	(49.32%)
	White - Irish	Band 2	5	40.09%
		Band 3	1	33.88%
		Band 5	8	3.33%
		Band 6	2	(27.13%)
		Band 7	5	(48.35%)
		Band A	2	(61.34%)
		Band C	1	(108.03%)
	White - Other	Band 2	2	33.88%
		Band 3	1	27.36%
		Band 4	1	18.94%
		Band 5	18	2.46%
		Band 6	19	(23.72%)
		Band 7	2	(37.30%)
	White - Scottish	Band 2	569	36.03%
Band 3		371	29.11%	
Band 4		32	20.56%	
Band 5		1642	3.32%	
Band 6		905	(18.76%)	
Band 7		304	(43.57%)	
Band 8+		76	(84.49%)	
NURSING/MIDWIFERY Total			5926	0.00%

OTHER THERAPEUTIC	Declined	Band 4	1	39.53%
		Band 5	13	24.70%
		Band 6	22	7.70%
		Band 7	12	(2.95%)
		Band 8+	14	(34.88%)
	Don't Know	Band 2	1	50.67%
		Band 3	4	47.79%
		Band 4	2	52.31%
		Band 5	15	25.29%
		Band 6	22	22.69%
		Band 7	17	(0.93%)
	Other	Band 6	2	27.76%
		Band 7	1	(11.40%)
	White - Other British	Band 2	2	52.20%
		Band 4	2	46.38%
		Band 5	3	27.94%
		Band 6	7	21.69%
		Band 7	8	6.73%
		Band 8+	24	(44.89%)
	White - Irish	Band 6	1	29.18%
		Band 7	6	5.62%
		Band 8+	7	(33.71%)
	White - Other	Band 5	1	26.33%
		Band 6	2	26.28%
		Band 7	3	13.67%
		Band 8+	9	(36.13%)
	White - Scottish	Band 2	23	53.74%
		Band 3	2	47.76%
		Band 4	12	44.15%
		Band 5	39	29.64%
		Band 6	39	21.73%
		Band 7	67	(0.67%)
	Band 8+	97	(37.36%)	
OTHER THERAPEUTIC Total			491	0.00%
PERSONAL AND SOCIAL CARE	Declined	Band 3	2	47.52%
		Band 5	5	23.23%
		Band 6	6	14.49%
		Band 7	1	(13.31%)
		Band 8+	1	(89.43%)
	Don't Know	Band 3	2	46.20%
		Band 6	4	8.79%
		Band 7	5	(13.31%)
		Band 8+	4	(48.30%)
	Other	Band 6	4	12.79%
		Band 7	3	(13.31%)
		Band 8+	2	(42.78%)
	White - Scottish	Band 3	4	46.86%
		Band 4	2	39.85%
		Band 5	10	23.85%
Band 6		24	11.53%	
Band 7		20	(10.99%)	
Band 8+	14	(39.39%)		
PERSONAL AND SOCIAL CARE Total			113	0.00%
SENIOR MANAGERS	Other	Not assimilated	8	11.67%
	Don't Know	Not assimilated	11	8.79%
	White - Scottish	Not assimilated	42	(4.52%)
SENIOR MANAGERS Total			61	0.00%

SUPPORT SERVICES	Other	Band 1	2	10.06%
		Band 2	1	10.06%
		Band 4	1	(26.47%)
	Declined	Band 1	113	10.06%
		Band 2	17	3.36%
		Band 3	10	(7.85%)
		Band 4	3	(25.37%)
		Band 5	1	(60.27%)
		Band 6	2	(71.38%)
	White - Other	Band 1	6	10.06%
		Band 2	1	(3.16%)
		Band 3	1	3.21%
		Band 6	1	(48.11%)
	White - Other British	Band 1	12	10.06%
		Band 2	4	3.45%
		Band 3	5	(12.25%)
		Band 7	1	(125.40%)
	Don` t Know	Band 1	172	10.06%
		Band 2	37	5.58%
		Band 3	44	(12.59%)
		Band 4	23	(25.57%)
		Band 5	3	(50.70%)
		Band 6	5	(74.05%)
		Band 8+	2	(257.04%)
		White - Scottish	Band 1	319
	Band 2		78	(0.94%)
	Band 3		54	(11.14%)
	Band 4		23	(23.98%)
	Band 5		2	(60.27%)
	Band 6		11	(85.49%)
	Band 7		9	(126.33%)
Band 8+	2		(170.49%)	
SUPPORT SERVICES Total			965	0.00%

Occupational Segregation by Disability

Occupational Segregation	Disabled	Band	Total Employments	Comparison to Ave Basic Hourly Rate for Job Family
ADMINISTRATIVE SERVICES	Declined	Band 1	1	29.75%
		Band 2	54	25.65%
		Band 3	66	18.16%
		Band 4	39	4.73%
		Band 5	18	(7.21%)
		Band 6	9	(33.66%)
		Band 7	5	(67.32%)
	Don`'t Know	Band 2	308	19.65%
		Band 3	276	12.30%
		Band 4	443	1.63%
		Band 5	131	(21.69%)
		Band 6	104	(49.20%)
		Band 7	53	(77.33%)
		Band 8+	35	(135.87%)
	No	Band 1	1	29.75%
		Band 2	160	25.35%
		Band 3	166	16.90%
		Band 4	68	4.99%
		Band 5	28	(10.61%)
		Band 6	20	(36.77%)
		Band 7	12	(67.29%)
		Band 8+	7	(136.93%)
	Yes	Band 2	8	24.71%
		Band 3	3	17.91%
		Band 4	3	1.23%
		Band 5	1	(20.34%)
		Band 6	1	(54.92%)
ADMINISTRATIVE SERVICES Total			2020	0.00%
ALLIED HEALTH PROFESSION	Declined	Band 3	13	41.55%
		Band 4	6	32.12%
		Band 5	42	22.38%
		Band 6	28	(0.90%)
		Band 7	11	(25.89%)
		Band 8+	2	(58.62%)
	Don`'t Know	Band 2	1	42.27%
		Band 3	70	37.50%
		Band 4	53	30.58%
		Band 5	30	14.84%
		Band 6	340	(8.38%)
		Band 7	155	(27.19%)
		Band 8+	45	(62.11%)
	No	Band 2	3	47.84%
		Band 3	22	42.21%
		Band 4	14	33.32%
		Band 5	145	22.36%
		Band 6	119	1.80%
		Band 7	31	(20.08%)
	Yes	Band 8+	6	(69.65%)
Band 6		3	(4.81%)	
		Band 7	2	(30.37%)
ALLIED HEALTH PROFESSION Total			1141	0.00%

HEALTHCARE SCIENCES	Declined	Band 2	4	43.82%
		Band 3	5	38.66%
		Band 6	9	(9.61%)
		Band 7	2	(21.23%)
	Don` t Know	Band 2	19	40.14%
		Band 3	60	33.13%
		Band 4	24	25.96%
		Band 5	14	9.60%
		Band 6	122	(15.37%)
		Band 7	58	(33.75%)
	No	Band 8+	21	(90.36%)
		Band 2	16	44.51%
		Band 3	35	38.15%
		Band 4	14	29.58%
		Band 5	5	16.31%
		Band 6	33	1.25%
	Yes	Band 7	14	(13.41%)
Band 8+		4	(80.56%)	
HEALTHCARE SCIENCES Total			460	0.00%
MEDICAL AND DENTAL	Declined	Not Assimilated	61	4.70%
	Don` t Know	Not Assimilated	386	(30.24%)
	No	Not Assimilated	663	17.11%
	Yes	Not Assimilated	2	20.77%
MEDICAL AND DENTAL Total			1112	0.00%
MEDICAL AND DENTAL SUPPORT	Declined	Band 3	3	23.65%
		Band 4	7	26.11%
		Band 5	1	9.93%
	Don` t Know	Band 3	6	23.96%
		Band 4	28	13.42%
		Band 5	24	(9.20%)
		Band 6	6	(33.98%)
		Band 7	9	(53.49%)
		Band 8+	1	(85.17%)
	No	Band 3	7	30.65%
		Band 4	30	16.11%
		Band 5	14	(2.68%)
		Band 6	5	(23.70%)
Band 7		7	(38.26%)	
MEDICAL AND DENTAL SUPPORT Total			149	0.00%

NURSING/MIDWIFERY	Declined	Band 2	109	38.70%
		Band 3	47	31.22%
		Band 4	2	21.79%
		Band 5	168	6.28%
		Band 6	60	(16.46%)
		Band 7	16	(36.70%)
		Band 8+	5	(72.94%)
	Don` t Know	Band 2	535	33.99%
		Band 3	353	27.77%
		Band 4	35	19.46%
		Band 5	1284	(1.60%)
		Band 6	938	(22.75%)
		Band 7	364	(44.71%)
		Band 8+	86	(86.26%)
	No	Band 2	294	38.49%
		Band 3	149	31.39%
		Band 4	14	22.55%
		Band 5	945	7.82%
		Band 6	391	(13.43%)
		Band 7	95	(39.07%)
		Band 8+	17	(70.59%)
	Yes	Band 2	4	38.23%
		Band 5	6	2.91%
		Band 6	7	(6.56%)
Band 7		2	(42.16%)	
NURSING/MIDWIFERY Total			5926	0.00%
OTHER THERAPEUTIC	Declined	Band 2	1	57.00%
		Band 3	1	53.72%
		Band 4	1	46.95%
		Band 5	7	28.33%
		Band 6	26	13.46%
		Band 7	18	0.46%
		Band 8+	12	(41.39%)
	Don` t Know	Band 2	7	50.67%
		Band 3	5	46.59%
		Band 4	9	45.38%
		Band 5	36	24.21%
		Band 6	19	14.40%
		Band 7	36	(7.41%)
		Band 8+	65	(45.84%)
	No	Band 2	18	54.41%
		Band 4	7	44.47%
		Band 5	27	32.35%
		Band 6	49	23.64%
		Band 7	60	4.67%
		Band 8+	84	(32.22%)
	Yes	Band 5	1	23.37%
		Band 6	1	23.37%
		Band 8+	1	(55.19%)
	OTHER THERAPEUTIC Total			491

PERSONAL AND SOCIAL CARE	Declined	Band 3	2	47.52%
		Band 5	3	24.02%
		Band 6	7	14.82%
	Don't Know	Band 3	4	46.20%
		Band 5	5	22.05%
		Band 6	21	7.62%
		Band 7	24	(12.85%)
	No	Band 8+	16	(51.15%)
		Band 3	2	47.52%
		Band 4	2	39.85%
		Band 5	7	24.62%
		Band 6	10	18.62%
No	Band 7	5	(6.22%)	
	Band 8+	5	(20.26%)	
PERSONAL AND SOCIAL CARE Total			113	0.00%
SENIOR MANAGERS	Declined	Band 8+	5	23.25%
	Don't Know	Band 8+	42	(1.91%)
	No	Band 8+	14	(2.57%)
SENIOR MANAGERS Total			61	0.00%
SUPPORT SERVICES	Declined	Band 1	124	10.06%
		Band 2	30	6.81%
		Band 3	6	(8.31%)
		Band 4	1	(26.47%)
		Band 5	2	(45.92%)
		Band 6	4	(67.05%)
		Band 8+	1	(224.58%)
	Don't Know	Band 1	334	10.06%
		Band 2	80	(2.18%)
		Band 3	87	(12.78%)
		Band 4	39	(26.32%)
		Band 5	3	(60.27%)
		Band 6	7	(96.09%)
		Band 7	7	(129.73%)
	No	Band 8+	2	(229.99%)
		Band 1	166	10.06%
		Band 2	28	6.44%
		Band 3	21	(6.21%)
		Band 4	10	(18.93%)
		Band 5	1	(60.27%)
		Band 6	8	(70.09%)
No	Band 7	3	(118.07%)	
	Band 8+	1	(170.49%)	
SUPPORT SERVICES Total			965	0.00%