PHARMACY’S ETHNICITY PAY GAP WIDENS

As the government consults on whether to make reporting of ethnicity pay data mandatory for employers, our analyses show the extent of the ethnicity pay gap among pharmacists.

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The profile of white and BAME pharmacists working within the general population, and among BAME pharmacists working within academia, with white pharmacists earning, on average, £47,008 per year more than their BAME colleagues (P=0.003; n=365).

There is a 15.6% pay gap overall between white and BAME pharmacists, with white pharmacists earning, on average, £8,320 per year more than BAME pharmacists (P=0.001; n=163). This pay gap persists for both males (15.8%; P<0.001; n=290) and females (13.3%; P=0.002; n=282) when the data are analysed separately for each gender.

White pharmacists earning, on average, £17,264 per year more than BAME pharmacists (P=0.001; n=46). When adjusted for age and gender, the ethnicity pay gap persists based on mean hourly rate and using regression analysis. This ethnicity pay gap for pharmacists is considerably wider than that amongst white and BAME employees within the general population, and among NHS consultants.

For females, the ethnicity pay gap is 13.6%, with white female pharmacists earning, on average, £10,072 more than their BAME colleagues (P=0.003; n=282), but not for males.

When adjusted for age and gender, the ethnicity pay gap persists for both males (P<0.001, n=385) and females (P=0.03, n=46) within hospital pharmacy. This pay gap for male pharmacists is statistically significant for females (14.2%; P<0.001; n=282) but not males.

There is a 15.2% ethnicity pay gap between white and BAME pharmacists, with white pharmacists earning, on average, £8,290 per year more than BAME pharmacists (P=0.004; n=400). When the data for males and females are analysed separately, the ethnicity pay gap is still statistically significant for females (14.2%; P<0.001; n=282), but not for males.

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When gender is taken into account, an ethnicity pay gap still exists for both males and females, although the gap is wider for males. There is 21.7% pay gap among white and BAME male pharmacists, with white male pharmacists, earning, on average, £18,056 per year more than their BAME colleagues (P=0.001; n=365).

White pharmacists earning, on average, £35,340 per year more than BAME pharmacists working within the pharmaceutical industry (P=0.004; n=20).

There is a 27.6% ethnicity pay gap among pharmacists working within academia, with white pharmacists earning, on average, £17,264 per year more than BAME pharmacists (P=0.001; n=46).

Pharmacists working within the pharmaceutical industry have the widest ethnicity pay gap: 41.0%. White pharmacists earn, on average, £35,340 per year more than BAME pharmacists working within the pharmaceutical industry (P=0.004; n=20).

There is a 31.7% ethnicity pay gap among primary care pharmacists (P=0.003, n=226).

There is no significant ethnicity pay gap among primary care pharmacists (P=0.003, n=226).

There is no significant ethnicity pay gap among locum pharmacists (P=0.003, n=16).

There is an ethnicity pay gap of 4.9% for NHS consultants, with white pharmacists, earning, on average, £6,350 per year more than BAME pharmacists (P=0.001; n=163), a slight increase on the equivalent ethnicity pay gap for 2018, which was 15.8%. When adjusted for age and gender, the ethnicity pay gap persists based on mean hourly rate and using regression analysis. This ethnicity pay gap for pharmacists is considerably wider than that amongst white and BAME employees within the general population, and among NHS consultants.

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