

## DATA CHART

# The gender pay gap: female doctors still earn a third less than male doctors

**A**cross all employment sectors in the UK, female workers earn less than their male counterparts. This gender pay gap has continued despite repeated efforts to tackle the underlying factors.

In medicine, even though nationally agreed salary scales should eliminate the effects of individuals negotiating their own pay, the pay gap is wider than

**In medicine the gap is wider than in many other sectors**

in many other professions and employment sectors. Data from the Office for National Statistics on median annual

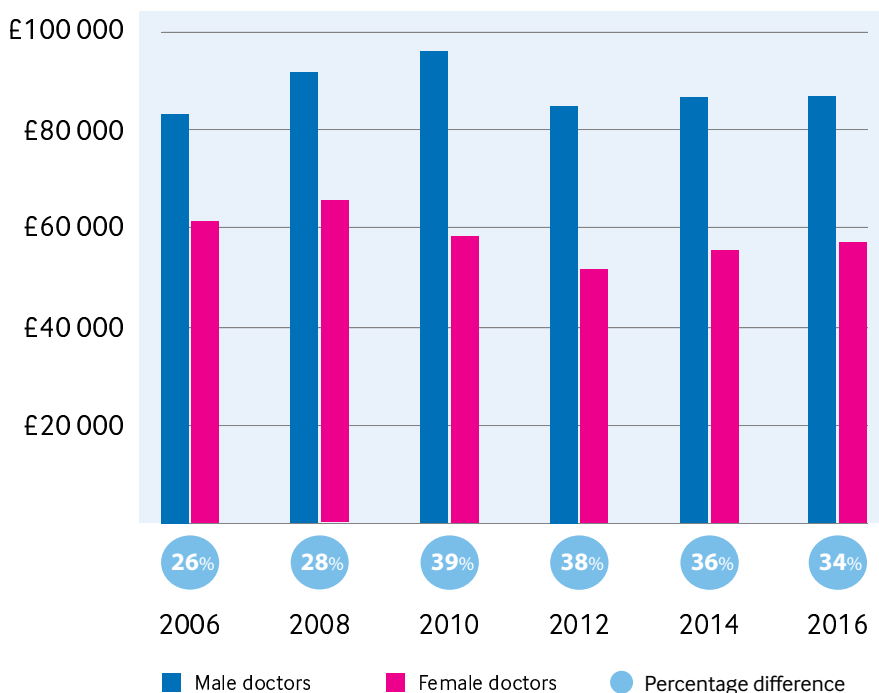
gross pay show that, in 2016, female doctors working full time earned 34% less a year than their male counterparts.

Overall, the pay gap in medicine has grown over the past decade. In 2006, female doctors earned 26% less than their male colleagues. The gap fell to 23% in 2007 before rising to 39% in 2010, and falling again to 34% in 2016. Since 2008, female doctors working full time have consistently earned a third less than male doctors.

The gap is wider for doctors than for other employees. On average, across all employment groups, women working full time earn 19% less than men. Female accountants earn 19% less, female pharmacists earn 18% less, female solicitors earn 12% less, and female health service and social care managers earn 11% less.

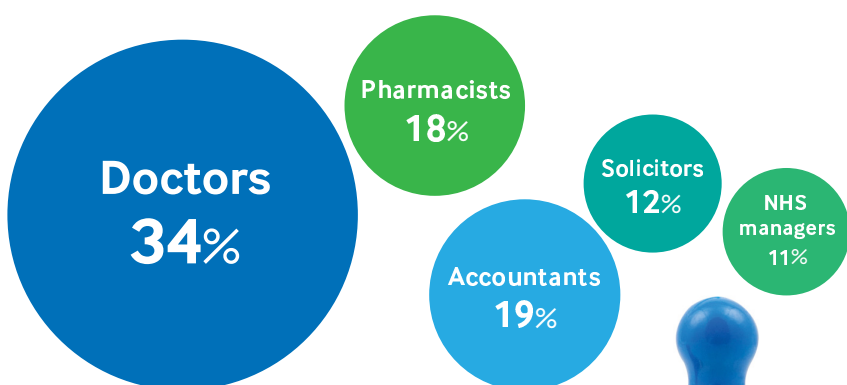
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## Gender pay gap among doctors 2006-16

Median annual gross full time pay for male and female doctors  
(Office for National Statistics data)



## Gender pay gap across professions

Difference in median annual gross full time pay (%)





Rachel Clarke is a junior doctor working in Oxford, who sprang to prominence during the junior doctors' dispute in a series of articles, tweets, and protests against the new contract. She came to medicine late, giving up a job producing and directing Channel 4 documentaries after an incident packed television career that took her to some sticky places. She absolutely refused to take the new juniors' contract lying down, although she did sit down (with Dagan Lonsdale) outside Jeremy Hunt's office to try to force him to negotiate. "I left TV because medicine was in my blood, and I knew I'd always regret not becoming a doctor," she says. Her book, *Your Life in My Hands*, is due out in July.

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# Rachel Clarke Jeremy Hunt, I'm after you

### What was your earliest ambition?

To be a naturalist, like David Attenborough. I used to dissect mouse bones from owl pellets and inspect my own hair nits under a microscope.

### Who has been your biggest inspiration?

My father—an exceptionally dedicated rural GP—and Tim Littlewood, the outgoing president of the British Society for Haematology: the compassion and sincerity with which he talks to his patients is the model I try to live up to.

### What was the worst mistake in your career?

Accidentally head-butting the then prime minister, John Major. It's a long story.

### What was your best career move?

Following my heart at age 29 to leave life as a television journalist.

### Who has been the best and the worst health secretary in your lifetime?

I'm unsure of the best, but the all time nadir was undoubtedly reached with Hunt—a man so Orwellian in his misuse of language, he once devoted an entire speech to maintaining that “the path to lower cost is the path to safer care.”

### Who is the person you would most like to thank, and why?

Oddly, also Jeremy Hunt, who inadvertently gave junior doctors our voice and the determination to use it.

### To whom would you most like to apologise?

My husband, Dave, who was hoodwinked into marrying a swish TV type just as she evolved into a penniless student, distracted doctor, and medical “militant.”

### If you were given £1m what would you spend it on?

I'd love to say a charity, but Finn, aged 10, has already spent it: “For Dad a Lamborghini, for Abbey all the Lego in the world, and for me a year long trip to Disney World.”

### What single change has made the most difference in your field?

Social media: so vital as a tool of empowerment and democratic change. In 21st century political disputes, the smartphone is mightier than the sword.

### Do you support doctor assisted suicide?

As a palliative care doctor I'm fearful that, if we were to encompass terminating lives, the vital trust between patient and doctor may be irrevocably altered.

### What book should every doctor read?

*Wonder*, by R J Palacio—to remind us all, when given the choice between being right or being kind, to choose to be kind, every time.

### What is your guiltiest pleasure?

Books. Losing yourself in an imagined world feels like the ultimate decadence when the children need feeding, the washing needs hanging, and a fading e-Portfolio lies gathering electronic dust inside your laptop.

### Where does alcohol fit into your life?

Regularly.

### What is your pet hate?

Politicians who say one thing with all sincerity while acting entirely otherwise.

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