CAREERS

DATA CHART

Doctors from ethnic minority backgrounds earn less than white colleagues

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The BMJ

Doctors from ethnic minority backgrounds working in some roles are paid thousands of pounds less a year than their white colleagues, data from NHS Digital show.¹

Asian or British Asian consultants earn 3.3% less than their white counterparts, while black, African, Caribbean, and British black consultants earn 2.3% less and consultants from mixed or multiple ethnic groups earn 3.1% less.

Among less senior doctors, the differences are less marked. Among staff and specialty and associate specialist (SAS) doctors, black, African, Caribbean, and British black doctors, and doctors from mixed or multiple ethnic groups, earn less than their white counterparts, though those from other ethnic groups earn more.

Among doctors in training, doctors from mixed or multiple ethnic groups earn less than their white counterparts, but Asian or British Asian doctors, black, African, Caribbean, and British black doctors, and those from other ethnic groups earn more.

Differences also exist across other staff groups. Looking at the average difference across all staff, black, African, Caribbean,

and British black NHS workers earn 6.8% less than their white counterparts. Black, African, Caribbean, and British black support staff earn 12.2% less, and black, African, Caribbean, and British black managers earn 14.2% less. Asian or British Asian nurses earn 8.3% less than their white counterparts.

Writing for *The BMJ* in September, John Appleby, director of research and chief economist at the Nuffield Trust, said that discrepancies between the pay of doctors of different ethnicities warranted further investigation and explanation. His own investigation found that the median basic pay for white consultants was 4.9% higher than for black and minority ethnic consultants.²

1 Rimmer A. Black and Asian doctors earn less than their white colleagues, official NHS figures show. *BMJ* 2018;362:k4124. 10.1136/bmj.k4124 30266799

2 Appleby J. Ethnic pay gap among NHS doctors. *BMJ* 2018;362:k3586. 10.1136/bmj.k3586 30185418

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Figures

Average pay difference

All doctors and staff

Support staff

Scientific, therapeutic and technical staff |
Support to ambulance staff | Support to doctors,
nurses and midwives | Support to ST&T staff

Nurses, midwives, and health visitors

Midwives | Nurses and health visitors

Managers

Managers | senior managers

Other staff

Central functions | hotel, property and estates | other

Image: To produce these charts, we combined the 22 subgroups in the NHS Study into nine categories. The original groups ranked below the category 'All' on the graph. The categories 'Anti-tuberc staff' and 'Other jobs' are represented here as all groups contained fewer than 1000 people. To calculate the overlap difference, we calculated the difference across all categories.