

Gender Pay Gap Report – 2019

(Reporting Period 2017-18)

Gender Pay Gap Report Reporting Period 2017-18

Introduction

SaTH remains committed to providing equal opportunities for all staff and ensuring that we are transparent in our pay arrangements. This report provides the data set legally required to meet the Gender Pay Gap Reporting requirements based on the data from 2017-18, and also includes some notes to help understand the statistics.

We have identified significant discrepancies in our pay gap between female and male staff and, in common with most other NHS Trusts, our results reflect the historical patterns of employment in the medical workforce.

If medical staff were removed from the calculations, our female staff (who represent around 80% of the workforce) have a small 1.94% higher average rate of pay than male staff. This reflects the fact that non-medical staff are subject to national Agenda for Change terms and conditions of employment.

In addition, our results related to the payment of bonuses can be accounted for in the allocation of Clinical Excellence (CEA) awards (and historically Discretionary Points) to medical staff that are permanent additions to remuneration. Medical staff are the only category of staff that are eligible for bonus payments.

As a Trust we have been taking action to encourage and support CEA applications from female Medical Consultants and we expect to see a reduction in the bonus pay gap between new awards made to males and females in 2017-18.

The results of the Gender Pay Gap analysis in this report (which includes the data required by the Gender Pay Gap Information Regulations) will be considered by the Workforce Committee and Trust Board and appropriate actions added to the Trust Equality Delivery System Action Plan to further our work in reducing inequalities between staff groups.

Victoria Maher
Workforce Director

Average Rates of Pay

Group	Average Hourly Rate of Pay		Average Bonus Pay	
	2017	2018	2017	2018
Male	£20.56	£20.48	£11,056.17	£10,721.37
Female	£14.29	£14.42	£6,378.65	£6,658.89
Percentage Variance / Pay Gap %	30.52%	£29.60%	42.31%	37.89%

Key Points

- The average hourly rate of pay is calculated from a specific pay period; in this case it is March 2018 as captured at 31st March 2018. The hourly rate is calculated on each employee based on 'ordinary pay' which includes basic pay, allowances and shift premium pay.
- As an NHS organisation, the only pay elements we have that fall under the bonus pay criteria are Clinical Excellence Awards and, formerly, Discretionary Points which are only applicable to certain groups of medical staff.
- The percentage variance (pay gap) for the average hourly rate of pay has fallen to just under 30% in favour of men in SaTH. This is heavily skewed by the medical staff pay gap. If medical staff were removed from the calculations, our female staff (who represent around 80% of the workforce) have a 1.94% higher average hourly rate of pay than male staff.
- The percentage variance (pay gap) for the bonus pay has fallen to just under 38%. While this is very high, the staff group identified in this section only has 140 staff with a higher proportion of relevant staff members that are male. Particular attention was paid in 2018 to encouraging female consultants to apply for Clinical Excellence Awards and we expect the improvement in the imbalance to continue over time.

Median Rates of Pay

Group	Median Hourly Rate of Pay		Median Bonus Pay	
	2017	2018	2017	2018
Year				
Male	£14.34	£14.52	£8,950.75	£9,040.50
Female	£12.56	£12.74	£5,967.20	£6,027.04
Percentage Variance / Pay Gap %	12.45%	£12.27%	33.33%	33.33%

Key Points

- The median hourly rate of pay is calculated from a specific pay period; in this case it is March 2018 as captured at 31st March 2018. The median hourly rate is calculated by selecting the mid-point for each gender group.
- The median Bonus Rate is based on the mid-point of all staff receiving bonus pay.
- The percentage variance (pay gap) for the average hourly rate of pay has shown a very small improvement at just over 12%, which means that men in SaTH have a higher median hourly rate of pay than women in SaTH. As with the average rates of hourly pay, this is heavily skewed by the medical staff pay gap. If medical staff were removed from the calculations, our female staff (who represent around 80% of the workforce) have an 8.78% higher median hourly rate of pay than male staff.
- The percentage variance for the median bonus pay has remained at just over 33%. While this is very high, the staff group identified in this section only has 140 staff with a higher proportion of relevant staff that are male. Particular attention continues to be paid to encouraging female consultants to apply for Clinical Excellence Awards and we expect an improvement in this imbalance over time.

Staff split by Quartiles

Snapshot Date: 31/03/2018

Male and female employees in the 1st (lowest) quartile, 2nd quartile, 3rd quartile and 4th (highest) quartile including medical staff.

Quartile	Female (number)		Male (number)		Female %		Male %	
	2017	2018	2017	2018	2017	2018	2017	2018
1	1231.00	1253.00	284.00	295.00	81.25%	80.94%	18.75%	19.06%
2	1268.00	1295.00	244.00	253.00	83.86%	83.66%	16.14%	16.34%
3	1291.00	1313.00	226.00	231.00	85.10%	85.04%	14.90%	14.96%
4	1048.00	1088.00	471.00	465.00	68.99%	70.06%	31.01%	29.94%

Male and female employees in the 1st (lowest) quartile, 2nd quartile, 3rd quartile and 4th (highest) quartile **excluding** medical staff.

Quartile	Female (number)		Male (number)		Female %		Male %	
	2017	2018	2017	2018	2017	2018	2017	2018
1	1112.00	1145.00	261.00	266.00	80.99%	81.15%	19.01%	18.85%
2	1136.00	1171.00	237.00	239.00	82.74%	83.05%	17.26%	16.95%
3	1185.00	1219.00	187.00	191.00	86.37%	86.45%	13.63%	13.55%
4	1200.00	1217.00	173.00	194.00	87.40%	86.25%	12.60%	13.75%

Bonus Data

Period Date: 01/04/2016 - 31/03/2017

Male and female employees who were paid a bonus as % of the entire workforce

Gender	Employees Paid Bonus		Total Relevant Employees		%	
	2017	2018	2017	2018	2017	2018
Female	29.00	31.00	5524.00	5672.00	0.52	0.55
Male	111.00	109.00	1374.00	1426.00	8.08	7.64

Key Points

- The snapshot data by quartile shows a small improvement from 2017 to 2018 in the distribution of staff across the quartiles (which should be around 80% females to 20% males in each quartile)
- The bonus distribution shows a small improvement in the number of female medical staff in receipt of awarded Clinical Excellence Awards. This figure is expected to continue to rise over time as once awards are made they are retained.