

## Gender Pay Gap Report - 2019

### What is the gender pay gap?

The gender pay gap is the average earnings difference between all male employees and all female employees in an organisation, regardless of the nature of their work. It is important to distinguish between the gender pay gap and equal pay. Equal pay concerns differences between the actual earnings of male and female employees doing like work, or work of equal value.

An organisation may be an equal pay employer, paying male and female staff equally for doing equal work, and it may still have a gender pay gap. This is because, while male and female employees doing like work or work of equal value are paid equally, there are different numbers of male and female employees doing different work for which they are paid differently.

### Calculating the gender pay gap

The date for this report is 31 March 2019, with data based on the relevant pay periods of March 2019 for ordinary pay and the 12 months to 31 March 2019 for bonus pay. For gender pay gap reporting, employees are those employed under a contract of employment, a contract of apprenticeship or a contract personally to do work. This includes those under NHS terms and conditions, Medical staff and Very Senior Managers (VSM).

Therefore, this report:

- Summarises the data submitted for Gender Pay Gap Reporting, based on 2018-19 data compared with the same data for 2017-2018;
- With commentary relative to the numerical data.

We have identified significant discrepancies in our pay gap between female and male staff that are common to most NHS Trusts, e.g. our results reflect the historical patterns of employment in Medical workforces across NHS.

If Medical staff were removed, female staff (representing 80% of the workforce) had a marginal 0.49% higher average rate of pay than male staff (see Table 2, page 4). Across the NHS, this is explained by non-medical staff being subject to national Agenda for Change terms and conditions of employment.

Figures for bonuses relate to the Clinical Excellence Award (formerly Discretionary Points) made to Medical staff. This is a permanent addition to pay (not a one-off payment) for Medical staff who are only category of staff eligible for bonus payments. They are not awarded automatically, but must be applied for and are given for quality and excellence, acknowledging exceptional personal contributions.

As a Trust, we have been taking action to encourage and support CEA applications from female Medical Consultants. Additionally, a focus for the new Equality and Inclusion Lead will be to drill further into this information and develop a strategic plan to address patterns over the long-run.

## 1. Average Rates of Pay – all staff (Snapshot date 31/03/2019)

**Table 1. Average Rates of Pay – all staff**

Group/Year	Average Hourly Rate of Pay (all staff)		Average Bonus Pay	
	2018	2019	2018	2019
<b>Male</b>	£20.48	£21.32	£10,721.37	£11,143.60
<b>Female</b>	£14.42	£15.08	£6,658.89	£6,631.33
<b>Percentage Variance/Pay Gap %</b>	29.60%	29.27%	37.89%	40.49%

Average hourly rates of pay are calculated at specific pay point - 31 March 2019. The hourly rate is calculated based on “ordinary pay”:

- Basic pay
- Allowances;
- Shift premium pay.

Average bonus pay is only applicable to certain Medical staff - through successful applications for Clinical Excellence Awards;

### Commentary

The percentage variance (the pay gap) fell marginally by 0.33% year on year (29.6% in 2018 to 29.27% in 2019) but still favoured men.

The figures for all staff remained heavily skewed by Medical – by excluding Medical, the picture differs.

**Table 2. Average hourly rate of pay - excluding Medical**

Group/Year	Av. Hourly Rate of Pay (excl. Medical)
<b>Male</b>	£14.25
<b>Female</b>	£14.33
<b>Percentage Variance/Pay Gap %</b>	-0.49%

Excluding Medical, the percentage variance (the pay gap) favoured female staff (representing approximately 80% of the workforce) by 0.49%. The 2018 variance was 1.94%.

## Average bonus pay

The pay gap remained in favour of men year on year and was drawn from data summarised below for the period 01/04/2018-31/03/2019.

**Table 3. Male and female employees paid a bonus as % of the entire workforce.**

Gender	Staff Paid Bonus		Total Relevant Staff		% Staff Paid Bonus	
	2018	2019	2018	2019	2018	2019
Female	31	36	5672	5772	0.55	0.62
Male	109	105	1426	1480	7.64	7.09

The 2019 variance between female and males average bonus pay was £4,512.27 (an improvement of £165.25 compared to the 2018 variance of £4,677.52);

In monetary terms, female bonus pay fell by £27.56 (£6,658.89 in 2018 to £6,631.33 in 2019);

The percentage variance (pay gap percentage), increased 2.6% year on year (37.89% in 2018 to 40.49% in 2019).

Clinical Excellence Award drop in sessions were run in December 2019 in order to raise awareness. Although the focus was on Medical staff from minority ethnic groups (another area with low levels of applications for the Award), a continued focus on female members of the Medical workforce is required to address the gender pay gap (although the number of Awards to females increased from 31 in 2018 to 36 in 2019).

## 2. Median Rates of Pay – all staff (Period Date: 01/04/2018 - 31/03/2019)

**Table 4. Median Rates of Pay – all staff**

Group	Median Hourly Rate of Pay		Median Bonus Pay	
	2018	2019	2018	2019
Male	£14.52	£15.14	£9,040.50	£9,048
Female	£12.74	£13.23	£6,027.04	£5,036.70
Percentage Variance/Pay Gap %	12.27%	12.64%	33.33%	44.33%

Median hourly rates of pay are calculated at specific pay point - 31 March 2019.

The median hourly rate is calculated by selecting the mid-point for each gender group and conveys the difference between the median hourly rate of pay of male full-pay relevant employees and female full-pay relevant employees.

The median Bonus Pay (only applicable to certain Medical staff) is based on the mid-point for all staff receiving bonus pay and demonstrates the difference between the median bonus pay paid to male relevant employees and that paid to female relevant employees.

### Commentary

The percentage variance (the pay gap) widened year on year by 0.37% or £0.13 (12.27% or £1.78 in 2018 to 12.64% or £1.91 in 2019) to remain in favour of men.

Again, the figures for all staff remained heavily skewed by Medical – by excluding Medical, the picture differs.

**Table 5. Median hourly rate of pay - excluding Medical**

Group/Year	Median Hourly Rate of Pay 2019 (excl. Medical)
Male	11.80
Female	12.72
Percentage Variance/Pay Gap %	-7.79%

Excluding Medical, the percentage variance (the pay gap) favoured female staff (representing approximately 80% of the workforce) by 7.79%. The 2018 variance was 8.78%. The pay gap remained in favour of men year on year.

The 2019 variance between female and males median bonus pay was £4,011.30 in favour of males (a deterioration of £997.84 compared to the 2018 variance of £3,013.46);

In monetary terms, female median bonus pay decreased year on year by £990.34 (£6,027.04 in 2018 to £5,036.70 in 2019);

The percentage variance (pay gap percentage), increased 11% year on year (37.89% in 2018 to 40.49% in 2019).

### 3. Staff split by Quartiles (Snapshot Date: 31/03/2019)

This method splits the proportions of male and female full-pay relevant employees in the lower, lower middle, upper middle and upper quartile pay bands (Quartiles 1, 2, 3 and 4).

**Table 6. Male and female employees in each quartile - including medical staff**

Note: 1st Quartile = lowest. 4th Quartile = highest.

Quartile	Female (number)		Male (number)		Female %		Male %	
	2018	2019	2018	2019	2018	2019	2018	2019
1	1253	1280	295	296	80.94%	81.22%	19.06%	18.78%
2	1295	1319	253	257	83.66%	83.69%	16.34%	16.31%
3	1313	1340	231	234	85.04%	85.13%	14.96%	14.87%
4	1088	1087	465	491	70.06%	68.88%	29.94%	31.12%

**Table 7. Male and female employees - excluding medical staff**

Note: 1st Quartile = lowest. 4th Quartile = highest.

Quartile	Female (number)		Male (number)		Female %		Male %	
	2018	2019	2018	2019	2018	2019	2018	2019
1	1145	1167	266	262	81.15%	81.67%	18.85%	18.33%
2	1171	1191	239	233	83.05%	83.64%	16.95%	16.36%
3	1219	1230	191	194	86.45%	86.38%	13.55%	13.62%
4	1217	1219	194	206	86.25%	85.54%	13.75%	14.46%

## Commentary

As the total workforce split is 80% female and 20% male, the distribution of females and males should be similarly distributed within each quartile.

By including Medical staff, Table 6 demonstrates how Medical continued to skew data across the Trust (i.e. the distribution of staff in each quartile) – particularly Quartile 4. Therefore, by excluding Medical, Table 7 showed a distribution closer to the 80%:20% split across all Quartiles, e.g. particularly in Quartile 4.

## Conclusion

There is a gender pay gap within the Trust, with median women's pay 12.64% lower than men's pay respectively. We remain confident that we have identified two key drivers of our pay gap: the uneven distribution of men in our overall workforce, and the higher number of male consultants than female consultants in the upper quartile of our pay distribution – removing Consultants from the data set alters the median pay gap in favour of female staff at 7.79%

The incoming (and new role) Equality and Diversity Lead will allow the Workforce team and the wider Trust maximise the existing infrastructure and opportunities inherent within the NHS.

The NHS provides great careers with opportunity at all levels and favourable terms and conditions, including generous annual leave entitlement and pension provision; fair, inclusive and family-friendly policies supportive of work-life balance, flexibility and job security; underpinned by nationally negotiated pay rates which, at lower levels, are higher than the national living wage rate typically paid for equivalent private sector jobs.

We are proud to be the employer of choice for people at all levels of our workforce. We are committed to attracting and retaining employees from all the communities we serve by promoting the benefits of working at the Trust and highlighting the many career opportunities available to them across all professional groups, and at all levels.