



# Gender Pay Gap Report

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# Introduction

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 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. The Shrewsbury and Telford Hospital NHS Trust has carried out a snapshot of data, with a commitment to addressing any areas of inequality which may be identified. The Gender Pay Gap report for the Trust will be published on the Trust.

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.

# Background

The Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017 set out a public authority's gender pay gap reporting duties, which form part of its Public Sector Equality Duty (PSED) under the Equality Act.

**These duties mean that we are obliged to publish information about:**

- The gender split of our workforce
- The differences in mean and median hourly pay rates between genders
- The gender profile of the organisation split into quartiles
- The differences in bonus pay between genders

Salaries here at The Shrewsbury and Telford Hospital NHS Trust (SaTH) for most posts are determined through a job evaluation scheme called Agenda for Change (AfC). This evaluates the job and not the post holder, making it a fair, transparent and consistent process for job evaluation.



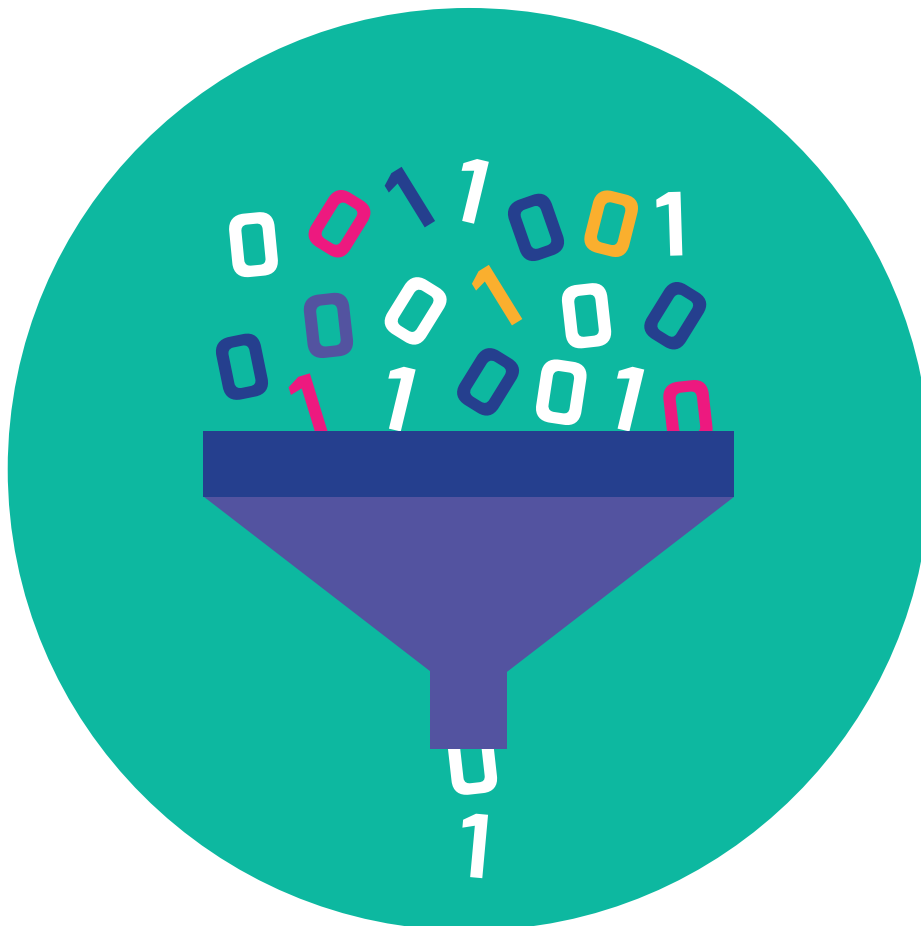
# Calculating the gender pay gap

The date for this report is 31 March 2022, with data based on the relevant pay periods of March 2022 for ordinary pay and the 12 months to 31 March 2022 for bonus pay (Local Clinical Excellence Awards payable to our medics only) .

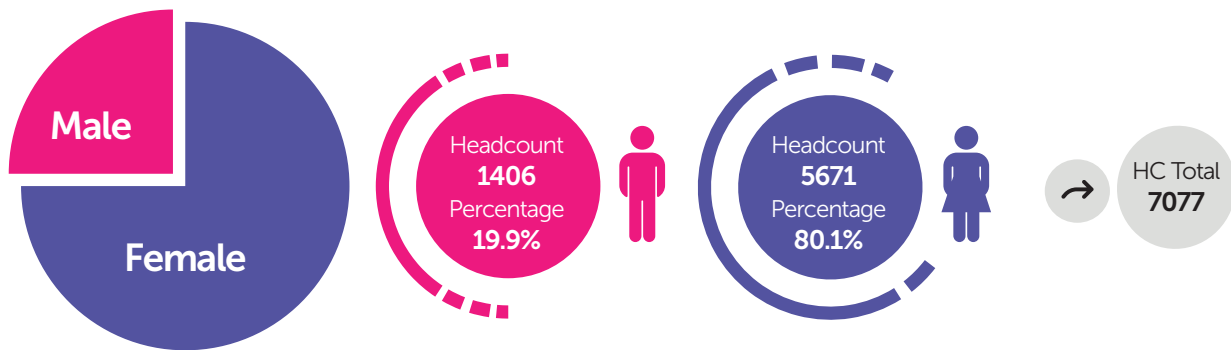
For gender pay gap reporting, employees are those employed under a contract of employment, a contract of apprenticeship or a contract personally to do work. This includes those under NHS terms and conditions, medical staff and Very Senior Managers (VSM).

## Therefore, this report:

- Summarises the data submitted for Gender Pay Gap Reporting, based on 2022 data compared with the same data for 2020 and 2021



## Gender Breakdown:



AfC Band Name	Female	Male	Total
Band 1	12	5	17
Band 2	1433	323	1756
Band 3	616	99	715
Band 4	420	55	475
Band 5	1170	195	1365
Band 6	962	125	1087
Band 7	490	95	585
Band 8a	162	40	202
Band 8b	62	20	82
Band 8c	24	11	35
Band 8d	8	2	10
Band 9	6	3	9
Non AfC	306	433	739
<b>Grand Total</b>	<b>5671</b>	<b>1406</b>	<b>7077</b>

**Table 1: Average rates of pay - all staff (snapshot date 31/03/2022)**

Average hourly rates of pay are calculated at specific pay point - 31 March 2022.

The hourly rate is calculated based on "ordinary pay": Basic pay, Allowances and Shift premium

Our pay rates are above the national living wage.

Group/Year	Average hourly rate of pay (all staff)			Average bonus pay		
	2020	2021	2022	2020	2021	2022
<b>Male</b>	£21.46	£21.73	£22.23	£11,420.94	£11,594.26	£11,871.78
<b>Female</b>	£15.52	£15.97	£16.62	£7,405.47	£7,347.09	£7,650.42
Percentage variance/ Pay Gap %	27.68%	26.50%	25.24%	36.5%	36.6%	35.56%

This data shows that there is a difference of 25.24% between the mean hourly rate of pay for male employees and mean hourly rate of pay for female employees, with men earning £5.61 per hour more on average. While our workforce is predominantly female this indicates the positions on average held by our male workforce are paid more than our female workforce. This is likely driven by our male medical workforce being greater than our female workforce.

**Table 2: Median rates of pay - all staff**

Median hourly rates of pay are calculated at specific pay point - 31 March 2022.

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.

Group/Year	Median hourly rate of pay			Median bonus pay		
	2020	2021	2022	2020	2021	2022
Male	£15.24	£15.65	£16.13	£9,048	£9,048	£9,048
Female	£13.68	£13.96	£14.64	£6,032	£6,032	£6,032
Percentage variance/ Pay Gap %	10.23%	10.82%	9.24%	33.33%	33.33%	33.33%

This data shows that there is a difference of 9.24% between the median rate of pay for male employees compared with that of female employees, with men earning on average £1.49 more an hour.

Tables 1 & 2 above shows that in respect of 'the gender bonus gap' there is a 35.56% difference in favour of male employees in the level of mean bonus payments made to male employees when compared with female employees. Similarly, there is a 33.33% difference again in favour of male employees when comparing the median bonus level for male employees with that of female employees.

**Tables 2b. Gender bonus pay summary**

Gender	Employees paid bonus	Total relevant employees	%
Male	87.00	1708.00	5.09
Female	35.00	6584.00	0.53

**Average and median hourly earnings - medical staff only**

Gender	Avg. hourly rate	Median hourly rate
Male	£39.29	£38.86
Female	£34.18	£29.38
Difference	£5.11	£9.48
Pay Gap %	14.95%	32.26%

### Male and female employees in each quartile - medical staff only

Quartile	Female	Male	Female %	Male %
1	91.00	83.00	52.30%	0.48%
2	73.00	97.00	42.94%	0.57%
3	70.00	113.00	38.25%	0.62%
4	50.00	125.00	28.57%	0.71%

The 'Relevant Employees' information drawn from the pay elements of ESR indicates that 0.53% of the Trust's female workforce were in receipt of bonus pay in comparison to 5.09% of the male workforce who received bonus pay. This is due to schemes such as the Clinical Excellence Award rounds for eligible consultants. This recognises and rewards individuals who demonstrate achievements in developing and delivering high quality patient care over and above the standard expected of their role. More so, in considering the gender profile across the medical quartile pay bands it is evident that as of 31 March 2022, according to their average hourly earnings, women are less well represented in the second to fourth quartile. This may contribute towards the reflection from the bonus data.

**Table 3. Average hourly rate of pay - excluding medical staff**

Group/Year	2021 Av. hourly rate of pay	2022 Av. hourly rate of pay
Male	£14.71	£14.83
Female	£15.17	£15.65
Percentage variance/Pay Gap %	3.03%	5.24%

Excluding medical staff, the percentage variance (the pay gap) favoured female staff (representing approximately 80% of the workforce) by 5.24%.

This data shows that when medical staff are excluded from the data, there is a difference in favour of female employees of 5.24%. This has increased by 2.21% since the data was last reported in 2021, with women on average earning more per hour at £0.46 in 2021 and £0.82 in 2022, giving an increase of £0.36 since 2021 thereby resulting in an increase in pay gap.

**Table 4: Median hourly rate of pay - excluding medical staff**

Group/Year	Median hourly rate of pay 2021 (excl. Medical)	Median hourly rate of pay 2022 (excl. Medical)
Male	£12.35	£12.72
Female	£13.57	£14.18
Percentage variance/Pay Gap %	8.89%	10.29%

Excluding Medical, the median percentage variance (the pay gap) favoured female staff by 10.29%.

### Staff split by quartiles (Snapshot date: 31/03/2022)

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).

### Male and female employees in each quartile - including medical staff

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

Quartile	Female (number)			Male (number)			Female %			Male %		
	2020	2021	2022	2020	2021	2022	2020	2021	2022	2020	2021	2022
1	1327	1450	1395	325	339	311	80.33%	81.05%	81.77%	19.67%	18.95%	18.23%
2	1369	1477	1707	287	311	332	82.67%	82.61%	83.72%	17.33%	17.39%	16.28%
3	1435	1538	1472	213	251	211	87.08%	85.97%	87.46%	12.92%	14.04%	12.54%
4	1160	1254	1203	502	536	527	69.80%	70.06%	69.54%	30.2%	29.94%	30.46%

### Male and female employees - excluding medical staff

Quartile	Female (number)			Male (number)			Female %			Male %		
	2020	2021	2022	2020	2021	2022	2020	2021	2022	2020	2021	2022
1	1174	1079	1262	293	243	276	80.03%	81.61%	82.05%	19.97%	18.38%	17.95%
2	1264	1364	1235	257	280	293	83.10%	82.96%	80.82%	16.90%	17.03%	19.18%
3	1298	1292	1327	196	191	202	86.88%	87.12%	86.79%	13.12%	12.87%	13.21%
4	1293	1293	1337	201	192	192	86.55%	80.07%	87.44%	13.45%	12.92%	12.56%

In considering the gender profile across these quartile pay bands it is evident that as of 31 March 2022, according to their average hourly earnings, men are less well represented in the Upper quartile.



## Next Steps

A trend of positive improvements can be seen in relation to the average gender pay gap for all staff over the last three years. The average difference per hourly rate between men and women continues to narrow from £5.94 (2020) to £5.76 (2021) and £5.61 (2022). This narrowing gender pay gap trend is also reflected in the average hourly bonus pay and the median hourly rate of pay for all staff, with the median bonus pay gap maintaining the same percentage of 33.33% over the last three years. However, the Trust continues to see a gap between the earnings of men and women, with a higher percentage of the male workforce receiving bonus pay than the female workforce. The data excluding medical staff also indicates a wider gap in the gender pay gap.

This data will be reviewed and used to inform the SaTH Equality, Diversity and Inclusion Group, and to update our Equality, Diversity and Inclusion (EDI) strategy, objectives and action plans for improvement.



# Summary

The past year has seen much progress on our Equality, Diversity and Inclusion agenda. We have been involved with a significant number of engagement and awareness events and have worked hard to recognise colleague contributions, empowering colleagues to speak up, promote belonging and embed EDI into everything we do.

We recognise there is more to be done with and for our people and the communities we serve.

The Gender Pay Gap Report is an important part of our improvement agenda and we will continue to strive to make SaTH a great place to work by attracting and retaining employees from all the communities we serve, offering inclusive, fair and equitable career opportunities at all levels for all.

