

Gender Pay Gap Report: Snap Shot 2018

1. Introduction

Since the Equality Act 2010 (Specific Duties) Regulations 2011 (SDR) came into force on 10 September 2011, there has been a duty for public bodies with 150 or more employees to publish information on the diversity of their workforce. Although the SDR did not require mandatory Gender Pay Gap (GPG) reporting, the Government Equalities Office (GEO) and the Equality and Human Rights Commission (EHRC) provided guidance that made it clear that employers should consider including GPG information in the data they already publish. It was evident that not all employers did this, so the government made GPG reporting mandatory by amending the SDR so that all public sector employers with more than 250 employees have to measure and publish their gender pay gaps from 2017-18 onward.

The first years report included a snapshot of the pay period including 31st March 2017 published on the Trust website by 31 March 2018 deadline. This second report is a snapshot of the pay period including 31 March 2018¹ required to publish by 31st March 2019.

The legal requirement for employers is to:

- Calculate the hourly rate of ordinary pay relating to the pay period in which the snapshot day falls.
- Calculate the difference between the mean hourly rate of ordinary pay of male and female employees, and the difference between the median hourly rate of ordinary pay of male and female employees.
- Calculate the difference between the mean (and median) bonus pay paid to male and female employees.
- Calculate the proportions of male and female employees who were paid a bonus.
- Calculate the proportions of male and female employees in the lower, lower middle, upper middle and upper quartile pay bands by number of employees rather than rate of pay.

Further guidance around the Gender Pay Report can be found on the NHS Employers website below, which has links to advice from Capsticks and ACAS which we have referred to in compiling this report:

<http://www.nhsemployers.org/genderpaygapreporting>

The majority of salaries at HRCH are determined through a job evaluation scheme called Agenda for Change (AFC); this accounts for 98.1% of the workforce. Job evaluation measures the job and not the post holder. It makes no reference to gender of existing or potential job holders.

¹ The relevant pay period means the pay period within which the snapshot date falls, which for monthly-paid staff would be the month in which the date is included.

Pay is predominately based on salary/ service prior to/ upon joining the Trust. Pay on promotion and progression in pay scale is based on the relevant national terms and conditions of service.

The data is derived from the specifically designed report in the Business Intelligence (BI) reporting element of the Electronic Staff Record (ESR) and records the following number of staff in each group.

2. Gender Pay Gap Analysis

The data below represents the gender pay gap snapshot data for the Trust.

Table 1 – Split of female and male staff counted in the gender pay gap report

Payscale/ Band	Female	Male	Total	Female as a %	Male as a %
Band 2	20	7	27	74.07%	25.93%
Band 3	274	39	313	87.54%	12.46%
Band 4	84	9	93	90.32%	9.68%
Band 5	192	24	216	88.89%	11.11%
Band 6	225	29	254	88.58%	11.42%
Band 7	182	41	223	81.61%	18.39%
Band 8a	45	11	56	80.36%	19.64%
Band 8b	10	4	14	71.43%	28.57%
Band 8c	5	3	8	62.50%	37.50%
Band 8d	2		2	100.00%	0.00%
Medical/ Other	18	5	23	78.26%	21.74%
Trust	1057	172	1229	86.00%	14.00%

Table 1 shows the headcount and % split by payband. It should be noted that bands showing more % variation have smaller headcount.

The overall percentage ratio of females: males in the workforce is similar at 86%:14% compared to 86.98%:13.02% in 2017.

Table 2 – Overall Mean & Median Hourly Rates

Table 2 below shows the overall mean rates of all staff on Agenda for Change, Medical and Dental and Very Senior Manager (VSM) pay rates. Overall as a Trust the mean hourly rate for men is higher than women by £0.80 down from £1.03 per

hour in 2017 and the overall pay gap % has decreased to 4.31% from 5.51% in 2017.

The median, which is the middle value when all values are listed in order, shows there is no gap in 2018 (which is an improvement on the gap of £0.58 or 3.34% in 2017).

Gender	Mean Hourly Rate	Median Hourly Rate
Female	£17.82	£16.91
Male	£18.62	£16.91
Difference	£0.80	£0.00
Pay Gap %	4.31%	0.00%

Table 3 – Average hourly rate by Agenda for Change and Medical/Other payscales

Payscale/ Band	Mean Female	Mean Male	Difference	Difference %
Band 2	£12.50	£11.24	£-1.25	-11.15%
Band 3	£12.02	£12.00	£-0.02	-0.15%
Band 4	£12.96	£12.49	£-0.47	-3.75%
Band 5	£16.66	£15.02	£-1.64	-10.94%
Band 6	£19.08	£17.98	£-1.10	-6.10%
Band 7	£22.73	£22.29	£-0.44	-1.97%
Band 8a	£25.81	£25.33	£-0.48	-1.89%
Band 8b	£30.78	£29.36	£-1.42	-4.84%
Band 8c	£34.16	£33.36	£-0.80	-2.39%
Band 8d	£41.09	-	N/A	N/A
Medical/ Other	£47.26	£50.28	£3.02	6.01%
Grand Total	£17.82	£18.62	£0.80	4.31%

Table 3 above splits the overall Trust figure into Agenda for Change and Medical/ Other pay bands/ scales. The table shows that Agenda for Change female workers have a higher average for each pay band than male counterparts.

The Medical/ Other category includes doctors of all grades and those on VSM payscales². This category is the only one that shows on average males are paid more than females. The difference % gap has widened from 5.0% 2017 to 6.01% in 2018 mainly due to the female medical director being replaced by a male medical director which has led to the female average salary for the group increasing by 3.5% as opposed to 4.7% in the male average.

The 18 females in the Medical/ Other category contained more consultants but generally these have fewer years' service as a consultant; the consultant's pay scale increments are based on years' service in accordance with medical and dental terms and conditions. Two female workers had the highest hourly rate in the Trust.

²VSM pay rates grades used for directors and non-executive directors; in this case it applies to staff governed by NHS Improvement's 'Guidance on Pay for very senior managers in NHS trusts and foundation trusts'.

The 5 males in high hourly rate roles also have a higher influence on the overall Trust average hourly rate figure constituting 2.91% of the male workforce; whereas the 19 females only constitute 1.70% of the total female workforce. However the medical/ Other groups influence overall influence has diminished from the 3.82% of the male workforce and 1.81% of the total female workforce in 2017, explaining part of the reduction in the pay gap.

Table 4 - Median by Agenda for Change grade and Other payscales

Payscale/ Band	Median Female	Median Male	Difference	Difference %
Band 2	£11.80	£11.10	-£0.69	-6.25%
Band 3	£11.97	£11.76	-£0.21	-1.77%
Band 4	£13.18	£12.27	-£0.90	-7.37%
Band 5	£16.91	£14.15	-£2.75	-19.46%
Band 6	£19.05	£18.00	-£1.06	-5.87%
Band 7	£22.99	£22.99	£0.00	0.00%
Band 8a	£25.77	£26.40	£0.63	2.40%
Band 8b	£31.69	£31.69	£0.00	0.00%
Band 8c	£33.10	£34.40	£1.29	3.76%
Band 8d	£41.09	-	N/A	N/A
Medical/ Other	£45.84	£51.28	£5.45	10.62%
Grand Total	£16.91	£16.91	£0.00	0.00%

The median table shows there is no pay gap between males and females overall (noting some variation within bands) There is a reduction in the median pay gap between male and females in the Medical/ Other group since 2017.

Table 5 – Number and % of male and Females in each quartile of Hourly Rate

Quartile	Female	Male	Female %	Male %
1	267	41	86.69%	13.31%
2	262	47	84.79%	15.21%
3	279	30	90.29%	9.71%
4	249	54	82.18%	17.82%

Table 5 was produced by listing the hourly rates in order and splitting the table into quartiles by number of employees. Quartile 1 are those staff with the lowest hourly rate going up to Quartile 4 which are those staff with the highest hourly rates.

Bonus Payments

In the current reporting year two bonus payments have been paid, one to a female member of staff and one to a male member of staff in the Medical/Other category. The tables below detail these bonuses

Gender	Mean Pay	Median Pay
Male	6,027.04	6,027.04
Female	7,698.00	7,698.00
Difference	-1,670.96	-1,670.96
Pay Gap %	-27.7%	-27.7%

Gender	Employees Paid Bonus	Total Relevant Employees	%
Female	1.00	1168.00	0.1%
Male	1.00	188.00	0.5%

This means that 0.5% of males received a bonus and 0.1% of females received a bonus; overall 0.15% of staff received a bonus.

Conclusion

The Trust employs a predominantly female workforce and follows national pay guidance across all grades of staff regardless of gender. Across all Agenda for Change pay scales, females are paid more than their male counterparts on average. In the category Medical/Other males are paid more than females and the gap has reduced since 2017. This difference is influenced by the salary scales for particular VSM Director roles and years of service for Medical staff rather than gender difference. The Trust has one of the lowest gender pay gaps when compared to other NHS Trusts 2017 reports.

Actions

- The Gender Pay Gap report will also be shared with the Trust Equality and Diversity Committee and recognised trade unions via our Joint Negotiating and Consultative Committee (JNCC)
- The information generated by the Gender Pay Gap review will be monitored closely by the Trust Equality and Diversity Committee to ensure that there is no evidence of gender discrimination developing
- The Trust will publish gender pay gap information annually and monitor its situation internally and in relation to other NHS Trust benchmarks.