

# Gender Pay Gap Report: Snap Shot 2017

## 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.

For the first year, the data will be a snapshot of the pay period including 31 March 2017<sup>1</sup>, which needs to be uploaded to the Government website and published on the Trust website by 31 March 2018. The results must remain on the organisation's website for three years. Subsequent Gender Pay Gap reports will be amalgamated into the Public Sector Equality Duty (PSED) reports from 2018 onwards.

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 97.9% 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.

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<sup>1</sup> 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 and/or service prior to or 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<sup>2</sup>.

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

Payscale/ Band	Female	Male	Total	Females as a %	Males as a %
Band 2	27	9	36	75.00%	25.00%
Band 3	263	35	298	88.26%	11.74%
Band 4	81	7	88	92.05%	7.95%
Band 5	184	14	198	92.93%	7.07%
Band 6	235	30	265	88.68%	11.32%
Band 7	186	40	226	82.30%	17.70%
Band 8a	39	11	50	78.00%	22.00%
Band 8b	11	4	15	73.33%	26.67%
Band 8c	2	1	3	66.67%	33.33%
Band 8d	2		2	100.00%	0.00%
Medical/ Other	19	6	25	76.00%	24.00%
<b>Total</b>	<b>1049</b>	<b>157</b>	<b>1206</b>	<b>86.98%</b>	<b>13.02%</b>

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<sup>2</sup> The figures are accurate at the time of reporting based on an extract from a nationally agreed ESR BI reporting template. Further advice will be available in 2018/19 in terms of which groups to include in the figures.

**Table 2 – Overall Mean & Median Hourly Rates**

Gender	Mean Hourly Rate	Median Hourly Rate
Male	18.61	17.32
Female	17.59	16.74
Difference	£1.03	£0.58
Pay Gap %	5.51%	3.34%

The overall mean and median pay rates include all staff on Agenda for Change, Medical and Dental, Very Senior Manager (VSM)<sup>3</sup> and non-executive director's (NEDs) remuneration pay scales<sup>4</sup>.

The Trust mean hourly rate for men is higher than women by £1.03 per hour or 5.51%.

The median hourly rate, shows less of a gap by £0.58 or 3.34%.

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

Payscale Band	Average Female	Average Male	Diff	Diff %
AFC Band 2	12.41	10.69	-1.72	-16.1%
AFC Band 3	12.01	11.63	-0.38	-3.3%
AFC Band 4	12.84	12.73	-0.12	-0.9%
AFC Band 5	16.29	14.86	-1.43	-9.6%
AFC Band 6	18.67	17.87	-0.79	-4.4%
AFC Band 7	22.49	21.73	-0.76	-3.5%
AFC Band 8a	25.38	25.09	-0.29	-1.1%
AFC Band 8b	30.72	30.28	-0.44	-1.4%
AFC Band 8c	37.32	30.98	-6.33	-20.4%
AFC Band 8d	38.94	-	N/A	N/A
Medical/ Other	45.65	48.04	2.39	5.0%

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

The Medical/ Other category includes doctors of all grades, VSM staff and NEDs. This category is the only one that shows on average males being paid a higher hourly rate than females. It should be noted that this data is based on 6 male staff

<sup>3</sup> VSM pay rates apply to staff governed by NHS Improvement's 'Guidance on Pay for very senior managers in NHS trusts and foundation trusts'.

<sup>4</sup> Non-Executive Director (NED) remuneration scales are set nationally

and 19 females. , The combination of a few male staff in the category, prescribed salary scales for particular VSM Director roles with relative high hourly rates and differences in years of service led to a higher average than their female counterparts.

The 19 females in the Medical/ Other category contained more consultant medical staff but the majority of these staff have fewer years' service as a consultant and the consultant's pay scale increments are based on years' service in accordance with medical and dental terms and conditions. It should be noted that two female workers in this group had the highest hourly rate in the Trust.

The 6 males in higher hourly rate roles also have a significant influence on the overall Trust mean hourly rate (Table 2) constituting 3.82% of the male workforce; whereas 19 females only constitute 1.81% of the total female workforce.

**Table 4 - Median hourly rate by Agenda for Change and Medical/Other payscales**

Payscale Band	Median Female	Median Male	Diff	Diff %
AFC Band 2	12.62	10.33	-2.29	-22.14%
AFC Band 3	11.85	11.08	-0.77	-6.94%
AFC Band 4	13.28	13.00	-0.27	-2.10%
AFC Band 5	16.49	14.13	-2.36	-16.68%
AFC Band 6	18.38	17.57	-0.81	-4.63%
AFC Band 7	22.97	22.05	-0.92	-4.15%
AFC Band 8a	26.06	25.15	-0.91	-3.60%
AFC Band 8b	31.47	30.63	-0.84	-2.73%
AFC Band 8c	37.32	30.98	-6.33	-20.43%
AFC Band 8d	38.94	N/A	N/A	N/A
Medical/ Other	41.53	51.23	9.70	18.93%

As with the mean table the median table shows that for staff on Agenda for Change pay scales the female median is higher than the male median except for the Medical/ Other category has a higher median for males than females. The reason for this is the same as for the mean.

**Table 5 – Number and % of male and females in each quartile of hourly rate**

Quartile	Female	Male	Female %	Male %
1	259	42	86.05%	13.95%
2	272	30	90.07%	9.93%
3	267	35	88.41%	11.59%
4	251	50	83.39%	16.61%

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

## **Bonus Payments**

In the current reporting year one bonus payment (Clinical Excellence Award) was paid as part of Medical and Dental remuneration package to a male doctor. The Clinical Excellence Award is an historical award which predates the current organisation.

This means that 0.64% of males received a bonus and 0% of females. There is no difference between the mean or median bonus paid to males and females as the bonus relates to only one member of staff.

## **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. This difference is influenced by the salary scales for particular VSM Director roles and years of service for Medical staff rather than gender difference.

## **Actions**

- The Gender Pay Gap report has been shared with the Trust's Executive Committee, Trust Board, 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.