

Gender Pay Report

1. Introduction

- 1.1 This report confirms the content of the gender pay report which the Trust is obliged to publish in March 2019
- 1.2 The gender pay gap differs from equal pay as it is concerned with the differences in the average pay between men and women over a period of time no matter what their role is. Equal pay deals with the pay differences between men and women who carry out the same or similar jobs.

2. Background

- 2.1 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.
- 2.2 Employers with 250 employees and over need to publish a mandated set of information for all employees who are employed under a contract of employment, a contract of apprenticeship or a contract personally to do work. This includes those under Agenda for Change terms and conditions, medical staff and very senior managers. All calculations are made relating to the pay period in which the snapshot day falls. For the second year, this will be the pay period including 31 March 2018. This information must be published on the Government and NUH websites by 31 March 2019.
- 2.3 Employers need 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 bonus pay
 - Determine the hourly rate of pay for each full-pay relevant employee and then rank those employees in order from lowest paid to highest paid. Divide the employees, as ranked into four sections, each comprising (so far as possible) an equal number of employees, to determine in order, the upper, upper middle, lower middle, and lower quartile pay bands. The proportion of male full-pay relevant employees within each quartile pay band must be expressed as a percentage of the full-pay relevant employees within that band.
- 2.4 Ordinary pay includes:
- basic pay
 - paid leave, including annual, sick, maternity, paternity, adoption or parental leave (except where an employee is paid less than usual or nothing because of being on leave)
 - area and other allowances
 - shift premium pay, defined as the difference between basic pay and any higher rate paid for work during different times of the day or night
 - pay for piecework.

It does not include:

- remuneration referable to overtime.
- remuneration referable to redundancy or termination of employment
- remuneration in lieu of leave
- remuneration provided otherwise than in money.

2.5 Bonus pay relates to performance, productivity, incentive, commission or profit-sharing, but excludes:

- remuneration referable to overtime
- remuneration referable to redundancy
- remuneration referable to termination of employment.

Doctors' clinical distinction/excellence awards are regarded as bonus pay, as well as any other payments above the level of ordinary for performance or expertise such as performance related pay for very senior managers and others.

3. Trust Report

3.1 The NUH Gender Pay Gap submissions is shown below:

Average and Median Hourly Rates - All staff

In comparison with year 1, the gender pay gap has reduced

The Average hourly rate gap has reduced by 5.51% (from 30.24% to 24.73%)

The Median hourly rate gap has reduced by 10.45% (from 18.11% to 7.66%)

Gender	Avg. hourly Rate Year 1	Avg. hourly Rate Year 2	Median Hourly rate Year 1	Median Hourly rate Year 2
Male	21.89	20.3	17.16	15.02
Female	15.27	15.28	14.05	13.87
Difference	6.62	5.02	3.10	1.15
Pay Gap %	30.24%	24.73%	18.11%	7.66%

Average and Median Hourly Rates - Medical & Dental Staff Only

Gender	Avg. hourly Rate Year 1	Avg. hourly Rate Year 2	Median Hourly rate Year 1	Median Hourly rate Year 2
Male	32.21	35.89	17.16	15.02
Female	29.17	30.38	14.05	13.87
Difference	6.05	5.50	3.10	1.14
Pay Gap %	17.17%	15.35%	18.08%	7.62%

In comparison with year 1, the gender pay gap has reduced

The Average hourly rate gap has reduced by 1.82% (from 17.17% to 15.35%)

The Median hourly rate gap has reduced by 10.46% (from 18.08% to 7.62%)

Numbers of staff by Quartile Pay Band Quartiles are calculated as per 2.3 above.

All staff Year 2, 31st March 2018				
Quartile	Female	Male	Female %	Male %
1 Upper	2736.00	763.00	77.19	21.81
2 Upper Middle	2784.00	723.00	79.38	20.62
3 Lower Middle	2873.00	633.00	81.95	18.05
4 Lower	2276.00	1230.00	64.92	35.08
All staff Year 1, 31st March 2017				
Quartile	Female	Male	Female %	Male %
1 Upper	2661.00	561.00	82.59	17.41
2 Upper Middle	2678.00	552.00	82.91	17.09
3 Lower Middle	2730.00	500.00	84.52	15.48
4 Lower	2007.00	1224.00	62.12	37.88

In comparison with year 1, we see the quartile percentages narrow at Upper (1), Upper Middle (2) and Lower Middle (3) but increase at Lower (4).

Numbers of staff by Quartile Pay Band Medical & Dental

Medical and Dental Staff only Year 2, 31st March 2018				
Quartile	Female	Male	Female %	Male %
1 Upper	3.00	2.00	60.00	40.00
2 Upper Middle	15.00	18.00	45.45	54.55
3 Lower Middle	104.00	90.00	53.61	46.39
4 Lower	425.00	757.00	35.96	64.04
Medical and Dental Staff only Year 1, 31st March 2017				
Quartile	Female	Male	Female %	Male %
1 Upper	3.00	1.00	75.00	25.00
2 Upper Middle	52.00	45.00	53.61	46.39
3 Lower Middle	39.00	33.00	54.17	45.83
4 Lower	459.00	801.00	36.43	63.57

In comparison with year 1, we see the quartile percentages narrow between female and male at Upper (1), narrow at Upper Middle (2) but has swung to female advantage. Narrow at Lower Middle (3) but very marginally widen at Lower (4)

Average and Median Bonus Pay (Only Consultants can receive pay that is classified as bonus pay).

Gender	Year 1		Year 2	
	Avg. Pay	Median pay	Avg. Pay	Median pay
Male	15,439.47	9,166.17	15,300.59	9,166.17
Female	8,503.20	6,027.04	8,508.64	6,027.04
Difference	6,936.27	3,139.13	6,791.95	3,139.13
Pay Gap %	44.93%	34.25%	44.39%	34.25%

In comparison with year 1, we see a negligible decrease (0.54%) of the gender gap in average pay but a significant reduction of the pay gap in median pay (15.33%)

4. Supporting information

- 4.1 For all staff, the average hourly rate gap has reduced by 5.51% and the median hourly rate gap has reduced by 10.45%.

In comparison with year 1, we see the quartile percentages for all staff and separately, medical and dental narrow with the exception of the lower quartile (4) which has widened by 5.6% for all staff and 0.94% Medical and Dental.

Overall though we have seen a closing of the gender pay gap, which is encouraging. Some of the reason for this can be explained due to the transfer back to NUH of Estates and Facilities staff in year 2. Estates and Facilities services typically have a larger concentration of males in the upper, upper middle and lower middle quartiles, hence the narrowing of the gap. In the lower quartile, there is usually a higher concentration of females, which is the reason for the widening.

Consultants earning the highest salary within this staff group continue to be predominantly male (56.6%) but has reduced significantly by 8.6% from year 1. Historically the medical profession has attracted more male than female candidates although this is changing as years progress. However the dominance within this staff group currently gives some indication as to the difference in pay rates. Those consultants who have a higher annual salary and therefore hourly rate are also more likely to be male given they have been in post for longer.

Only Consultants can receive pay that is classified as bonus pay. Bonus pay elements are awarded as a result of recognition of excellent practice over and above contractual requirements and have no gender bias. However, it is important to consider that the opportunity to develop excellent practice over and above contractual requirement is linked to the amount of time the consultant has been in post. Again, this makes the awarding of bonus pay more likely for male employees in this staff group.

For non medical staff there is a predominantly female workforce (80.8%). The male workforce has increased by 2.2% over 12 months, which will account for the profile within the quartiles.

5. Next steps

- 5.1 We continue to take steps to address the gap over time. This includes:

- The 'Enabling our Change' talent management schemes and succession planning to ensure those with potential (regardless of gender) have the opportunity to progress.
- NHSI Culture and Leadership programme to drive better inclusion.
- Promoting development opportunities to under-represented protected characteristic groups.
- Developing staff survey divisional action plans to improve perceptions of equality of opportunity to career progression / promotion.
- Working with schools and higher education providers to ensure students have an awareness of all of the careers available to them in the NHS, challenging occupational gender stereotypes.
- Improved diversity statements within our recruitment processes.
- Continuation of promotion unconscious bias awareness in recruitment.
- Working with the Less than Full Time (LTFT) champion (a female consultant) for trainee doctors to ensure that time away from work does not affect career progression
- Extending our apprenticeship opportunities to ensure we offer access to a wide range of frameworks.

6. Conclusion

- 6.1 The Committee is asked to approve the gender pay submission and note the supporting information.

NUH Gender by groups as at 31/3/18

Appendix 1

TOTAL NUH	Female	Male
Part Time	5,397	687
Full Time	6,408	2,947
TOTAL	11,805	3,634

All Medical & Dental	Female	Male
Part Time	152	47
Full Time	400	478
TOTAL	552	525

Consultants	Female	Male
Part Time	84	86
Full Time	193	419
TOTAL	277	505

All other Medics	Female	Male
Part Time	152	47
Full Time	400	478
TOTAL	552	525

Bands 1 -4	Female	Male
Part Time	2,479	330
Full Time	2,219	970
TOTAL	4,698	1,300

Bands 5 - 7	Female	Male
Part Time	2,455	180
Full Time	3,241	857
TOTAL	5,696	1,037

Bands 8 & Above	Female	Male
Part Time	145	25
Full Time	292	165
TOTAL	437	190

Bands 8 & Above NON AFC	Female	Male
Part Time	314	152
Full Time	619	938
TOTAL	933	1090

NUH Gender by groups as at 31/3/17

TOTAL NUH	Female	Male
Part Time	4,480	337
Full Time	6,149	2,527
TOTAL	10,629	2,864

All Medical & Dental	Female	Male
Part Time	191	65
Full Time	589	886
TOTAL	780	951

Consultants	Female	Male
Part Time	71	47
Full Time	164	394
TOTAL	235	441

All other Medics	Female	Male
Part Time	120	18
Full Time	425	492
TOTAL	545	510

Bands 1 -4	Female	Male
Part Time	1,862	102
Full Time	2,047	626
TOTAL	3,909	728

Bands 5 - 7	Female	Male
Part Time	2,296	140
Full Time	3,178	819
TOTAL	5,474	959

Bands 8 plus	Female	Male
Part Time	119	23
Full Time	267	164
TOTAL	386	187