

Gender pay gap report

Annex 3

What is the gender pay gap report?

Following government consultation, it became mandatory on 31 March 2017 for public sector organisations with over 250 employees to report annually on their gender pay gap. The results must be published on the employer's website (and remain there for 3 years) and a government website. A copy of the specific information we are required to publish on the Government's website is included at Appendix 1.

It is important to note that the gender pay gap and equal pay are two distinct concepts:

- Equal pay is concerned with men and women earning equal pay for the same, or similar, work.
- The gender pay gap is about the difference between men and women's average pay within an organisation.

Generally, nationally, the average pay of women is lower than that of men and this tends to be because there are fewer women in senior high earning positions in organisations than men. Whilst a workforce may be predominantly female, if the most senior positions are taken up by men, the average pay of women in that organisation could well be lower.

The Regulations have been brought in to highlight this imbalance, the aim being to enable employers to consider the reasons for any inequality within their organisation and to take steps to address it.

The NHS terms and conditions of service handbook contain the national agreements on pay and conditions of service for NHS staff other than very senior managers and medical staff. Job evaluation (JE) enables jobs to be matched to national job profiles or allows Trusts to evaluate jobs locally, to determine in which Agenda for Change pay band a post should sit.

The gender pay gap indicators

An employer must publish six calculations showing their:

- Average gender pay gap as a mean average
- Average gender pay gap as a median average
- Average bonus gender pay gap as a mean average
- Average bonus gender pay gap as a median average
- Proportion of males receiving a bonus payment and proportion of females receiving a bonus payment
- Proportion of males and females when divided into four groups ordered from lowest to highest pay.

Under national guidance, medical staff clinical excellence awards are included within bonus pay.

PHNT workforce context

The current gender split within the overall workforce is 80% female and 20% male

The breakdown of proportion of females and males in each banding is as set out below:

Band	Male	Female	Band	Male	Female
Apprentice	25.53%	74.47%	7	22.36%	77.64%
1	44.00%	56.00%	8a	31.21%	68.79%
2	23.30%	76.70%	8b	42.62%	57.38%
3	15.92%	84.08%	8c	42.42%	57.58%
4	22.38%	77.62%	8d	55.00%	45.00%
5	13.81%	86.19%	9+	77.78%	22.22%
6	16.23%	83.77%	Medical	59.59%	40.41%

Results for PHNT- 31 March 2017 snapshot

Mean and Median Pay Gap

The mean gender pay gap for the Trust overall, is 32.1%

The median gender pay gap for the Trust overall, 13.07%

This includes the Clinical Excellence Awards payments that are paid to eligible medical staff, which for PHNT, is a section of the workforce with a higher proportion of males.

If the Medical and Dental workforce are excluded from the calculation, the Trust's mean gender pay gap would be 0.94%, and the Trust's median gender pay gap would be -13.85%

Average gender pay gap as a mean average

Overall

	Male	Female	% diff
Mean hourly rate	£22.12	£15.02	32.10%

Agenda for Change

	Male (Agenda for Change)	Female (Agenda for Change)	% diff
Mean hourly rate	£13.83	£13.70	0.94%

Medical

	Male (medical)	Female (medical)	% diff
Mean hourly rate	£38.77	£31.97	17.54%

Average gender pay gap as a median average

Overall

	Male	Female	% diff
Median hourly rate	£15.76	£13.70	13.07%

Agenda for Change

	Male (Agenda for Change)	Female (Agenda for Change)	% diff
Median hourly rate	£11.48	£13.07	-13.85%

Medical

	Male (medical)	Female (medical)	% diff
Median hourly rate	£38.77	£30.18	22.16%

Clinical Excellence Awards Bonus Payments

Under the national Medical & Dental terms and conditions, Consultants are eligible to apply for Clinical Excellence Awards (CEA). 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, with a commitment to the continuous improvement of the NHS. The calculations below include both local and national CEA's. The National CEA's are determined externally and administered by the Department of Health.

The Local CEA's are administered within the Trust on an annual basis. Overall there is large differential between both the likelihood and amount of CEA bonus pay for medical staff with 22% of male medics receiving CEA pay (in comparison to just under 10% of female medics) and the average annual CEA pay being just over £16k for male medics compared to just over £9k for female medics.

Average Clinical Excellence Awards bonus gender pay gap as a mean average (medical)

	Male (Medical)	Female (Medical)	% diff
Mean bonus pay	£16,270	£9,237	43.23%

Average Clinical Excellence Awards bonus gender pay gap as a median average (medical)

	Male (Medical)	Female (Medical)	% diff
Median bonus pay	£11,934	£4,725	60.41%

Proportion of males and females receiving a bonus payment

Male proportion receiving bonus	Male medical staff overall	%	Female proportion receiving bonus	Female medical staff overall	%
151	672	22.47%	43	439	9.79%

Proportion of Males and Females in each Quartile Pay Band

At the time the snapshot was taken the percentage of female staff was 80% and the percentage of male staff was 20%. As shown in the tables below, this percentage split is generally mirrored in the lower, lower middle, and upper middle quartiles. There is a higher proportion of males in the highest paid quartile. This is primarily due to the high % of medical staff earners in this category.

Proportion of males and females in all staff groups when divided into four groups ordered from lowest to highest pay

	Male	Female
Lower	25.45%	74.55%
Lower Middle	18.91%	81.09%
Upper Middle	16.36%	83.64%
Upper	43.04%	56.96%

Proportion of Agenda for Change males and females when divided into four groups ordered from lowest to highest pay

	Male	Female
Lower	26.33%	73.67%
Lower Middle	19.59%	80.41%
Upper Middle	15.26%	84.74%
Upper	19.29%	80.71%

Proportion of Medical staff males and females when divided into four groups ordered from lowest to highest pay

	Male	Female
Lower	48.47%	51.53%
Lower Middle	56.77%	43.23%
Upper Middle	59.65%	40.35%
Upper	81.74%	18.26%

Conclusion

The Trust acknowledges that there could be greater female representation in its senior clinical roles, however the consultant workforce has a greater proportion of males to females across the NHS, which limits the pool of available applicants to these types of roles. Similarly, the Trust acknowledges that there could be greater male representation in less senior clinical and non-clinical roles, however, again there are some limitations due to the pool of available applicants and an example of this is male nurses/midwives. The Trust has a robust recruitment process that has equality and diversity embedded into its processes along with values based recruitment.

The Trust also recognises the importance of raising greater awareness of shared parental leave entitlements and flexible working opportunities through our training and communications. The Trust's Equality, Diversity and Inclusivity Working Group (EDIWG) will carry out further investigation into the data and make recommendations on proposed actions to seek to reduce gender pay gap, particularly in relation to senior medical staff CEA bonus pay, and explore how we can attract more men into the organisation at the lower bands, to create a more even gender balance.

Information required to be published on Government Gender Pay Gap Website

Hourly Rate

Women's hourly rate is 32.1% LOWER (mean) and 13.1% LOWER (median)

Pay Quartiles

How many men and women are in each quarter of the employer's payroll.

Quartile	Men	Women
Top quartile	43.04%	56.96%
Upper middle quartile	16.36%	83.64%
Lower middle quartile	18.91%	81.09%
Lower quartile	25.45%	74.55%

Bonus Pay

Women's bonus pay is 43.2% LOWER (mean) and 60.4% LOWER (median)

Who received bonus pay: 22.5% OF MEN and 9.8% OF WOMEN