

Gender Pay Gap

2021 Report



Introduction

This report provides an update on University Hospitals Plymouth NHS Trust's (UHP) gender pay gap for 2021. Gender pay gap (GPG) reporting considers the difference between men and women's average pay within an organisation. This is different from equal pay reporting which focuses on men and women earning equal pay for the same (or equivalent) work.

Background

There is national guidance and requirements that all organisations need to follow when reporting their GPG. The feedback is always taken as a snapshot on the last day of the financial year, 31st March. Organisations must look at their data and present it in a particular way. The analysis will cover:-

- Mean average gender pay gap which is the difference between the average pay of all women and all men.
- Median average gender pay gap which is the difference in pay between the middle man and middle woman if you were to line up all employees in the organisation according to pay.

Pay includes basic pay, full paid leave including annual, sick, maternity, paternity, adoption or parental leave, bonus pay, area and other allowances and shift premium pay.

Pay does not include overtime pay, expenses (payments made to reimburse expenditure wholly and necessarily incurred in the course of employment, e.g. mileage for use of vehicle), remuneration in lieu of leave, the value of salary sacrifice schemes, benefits in kind (e.g. child care vouchers), redundancy pay and tax credits.

There are two sets of National Terms and Conditions for NHS colleagues – Agenda for Change (AfC) which cover all staff groups with the exception of medical and dental colleagues who are covered by the National Medical and Dental Terms and Conditions.

Gender Pay Gap Analysis

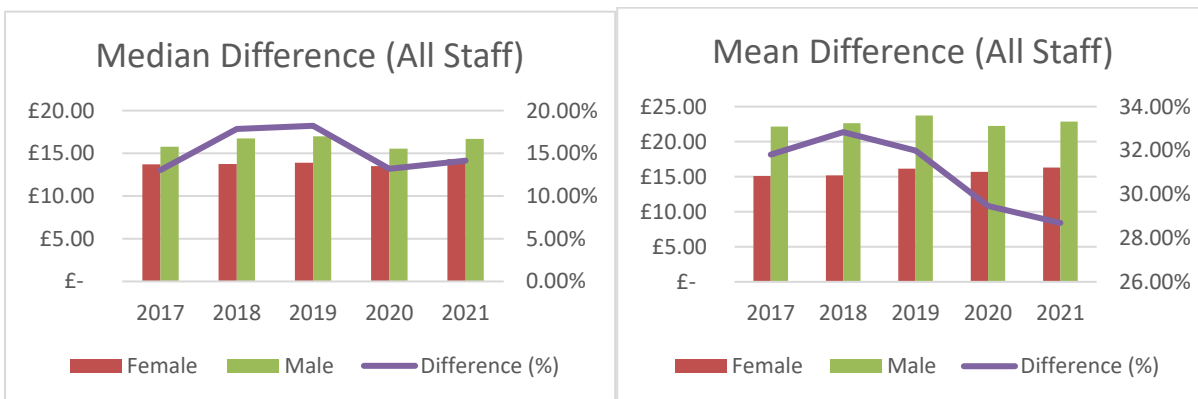
An employer must publish six calculations showing their:

- 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.

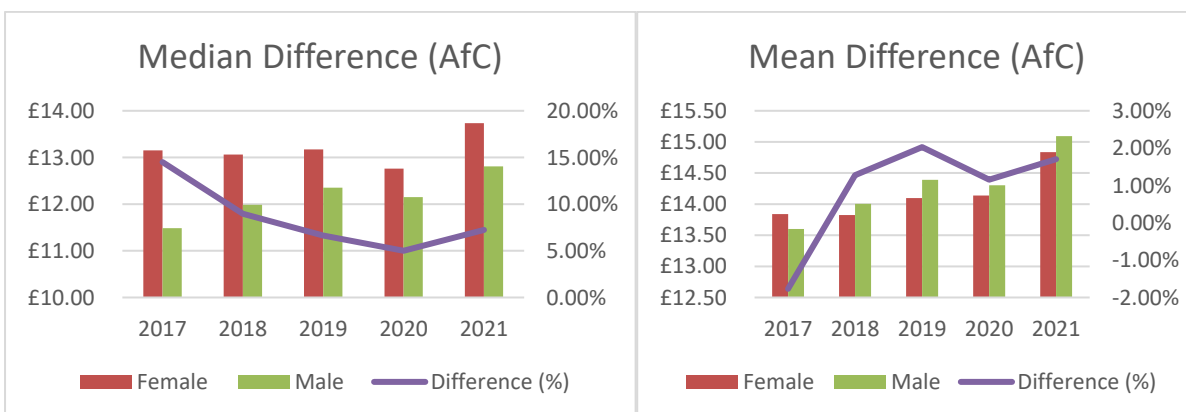
* Mean average gender pay gap is the difference between the average pay of all women and all men.

** Median average gender pay gap is the difference in pay between the middle man and middle woman if you were to line up all employees in the organisation according to pay.

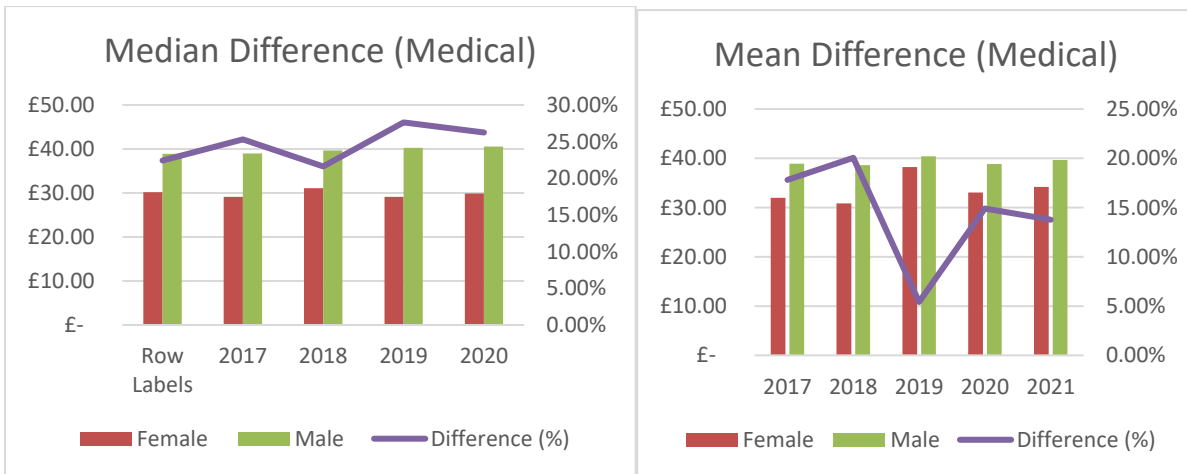
Median and Mean Pay Gap – All Staff



Median and Mean Pay Gap – AfC



Median and Mean Pay Gap (Medical)



Bonus Pay

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

Mean bonus pay	Male (Medical)	Female (Medical)	% difference
2021	£14,920	£9,076	39.17%
2020	£15,642	£8,683	44.49%
2019	£15,427	£8,961	41.91%
2018	£15,752	£9,162	41.83%
2017	£16,270	£9,237	43.23%

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

Median bonus pay	Male (Medical)	Female (Medical)	% difference
2021	£9,048	£5,805	35.83%
2020	£9,048	£6,009	33.58%
2019	£9,048	£5,655	37.5%
2018	£12,053	£5,972	50.45%
2017	£11,934	£4,725	60.41%

Proportion of males receiving a bonus payment and proportion of females receiving a bonus payment

	Male proportion receiving bonus	Male staff overall	%	Female proportion receiving bonus	Female staff overall	%
2021	133	2289	5.81%	37	6932	0.53%
2020	137	2157	6.35%	42	6500	0.65%
2019	152	1943	7.82%	39	5380	0.72%
2018	161	746	21.58%	44	536	8.21%
2017	151	672	22.47%	43	439	9.79%

Workforce Profile

The overall workforce remains 75% female, 25% male (Annex 1). There are more women paid through AfC and more women in the upper quartile for AfC although there are more men in the upper quartile for medical roles (73%) which is reflective of the national position. There remain more men in the most senior AfC roles – twice as many men in Band 8d and VSM roles. Since 2017 there has been a marked increase of women in AfC band 9+ roles (14%-32%) and a gradual increase in women in consultant roles (27%-31%).