

## **Gender Pay Gap Report – March 2018**

### **1. Introduction**

From 2017 any UK employer with 250 employees or more has to publically report its gender pay gap. Each employer has to publish six calculations showing:

- Mean gender pay gap
- Median gender pay gap
- Mean bonus gender pay gap
- Median bonus gender pay gap
- Proportion of males receiving a bonus payment
- Proportion of females receiving a bonus payment
- Proportion of males and females in each quartile pay band

The gender pay gap shows the difference between the average earnings (expressed as a mean or median) of men and women. Gender pay reporting is different to equal pay. **Equal pay** is about differences in the actual earnings of men and women doing equal work. The **gender pay gap** shows the difference between all men and all women across the workforce in an organisation. If a workforce has a high gender pay gap, this can indicate there may be a number of issues to deal with and the individual calculations may help to identify what those issues are.

This report sets out the gender pay gap reporting requirements as at the snapshot date of 31 March 2018 and the actions the Trust is taking to close the gap. Other than in section 2.6, the report splits the figures reported into all staff, medical and non-medical. The non-medical staff are on either national NHS Agenda for Change Terms and Conditions of service or Very Senior Manager payscales. Medical staff are on different sets of terms and conditions depending on their seniority.

### **2. Our gender pay gap data**

**Workforce split – includes staff in snapshot taken at 31<sup>st</sup> March 2018, plus staff omitted from snapshot due to being on reduced pay, plus bank staff**

	<b>Male</b>	<b>Male %</b>	<b>Female</b>	<b>Female %</b>
All staff	745	17.33%	3553	82.67%
Medical staff	203	53.70%	175	46.30%
Non-medical staff	542	13.83%	3378	86.17%

In common with other similar employers and the public healthcare sector as a whole our workforce is predominately female, with 82.67% of all staff being female. This is an increase of 1.11% on last year's figures.

### 2.1 - Average gender pay gap hourly rate – expressed as a mean average

	Male	Female	% diff
All staff	£21.41	£14.30	33.21%
Medical staff	£40.09	£32.92	17.88%
Non-medical staff	£13.79	£13.31	3.48%

### 2.2 - Average gender pay gap hourly rate – expressed as a median average

	Male	Female	% diff
All staff	£15.12	£12.30	18.65%
Medical staff	£42.21	£33.88	19.73%
Non-medical staff	£11.31	£11.74	-03.80%

The above figures show that Chesterfield Royal Hospital NHS Foundation Trust has a mean gender pay gap of 33.21% and median gender pay gap of 18.65%. These figures show a slightly improved position from last year's figures.

The quartile data below shows that there are more male members of staff in the upper quartile than there are in the lower quartile. This indicates that there are more male staff in more senior positions than in positions that fall in the lower quartiles. The Trust has a higher number of male staff in senior medical positions with 67% of our consultant positions being filled by men. In addition to this, senior medical staff are in receipt of clinical excellence awards which are included in the hourly rate calculations above. At the time of reporting 61% of male consultants and 53% of female consultants were in receipt of a clinical excellence award.

### 2.3 - Average bonus gender pay gap – expressed as a mean average

	Male	Female	% diff
All staff	£6926.13	£500.51	92.77%
Medical staff	£10818.06	£7274.86	32.75%
Non-medical staff	£186.46	£159.12	14.66%

### 2.4 - Average bonus gender pay gap – expressed as a median average

	Male	Female	% diff
All staff	£3015.96	£150.00	95.03%
Medical staff	£9048.00	£6032.04	33.33%
Non-medical staff	£150.00	£138.50	7.67%

At the time of reporting, included within the bonus calculations are clinical excellence awards and our NHS Professional (NHSP) incentive payments. The NHSP incentive payments were introduced to encourage registered and unregistered nursing colleagues to work additional shifts through our NHSP bank to reduce the use of agency staff. Our bonus pay gap median and mean have increased this year as a result of a reduction in the number of incentives offered. One of the bonuses paid is now paid to staff directly by NHSP rather than by the Trust and therefore is not reflected in these figures. The majority of employees who attracted these payments were female employees. The amounts paid under these arrangements were of smaller value than those paid under the clinical excellence award scheme. As explained above the proportion of male employees receiving a clinical excellence award was higher than the proportion of female employees. This has therefore significantly affected the differences in the mean and median bonus figures.

## 2.5 - Proportion of males receiving a bonus payment and proportion of females receiving a bonus payment

	Male	Female
All staff	15.03%	18.77%
Medical staff	34.98%	18.29%
Non-medical staff	7.56%	18.80%

## 2.6 - Proportion of males and females divided into four quartiles ordered from lowest to highest pay

	Male	Female
Lower	15.19%	84.81%
Lower middle	13.35%	86.65%
Upper middle	11.31%	88.69%
Upper	29.46%	70.54%

The lower quartile is made up of staff whose hourly rates are between £3.50 (this includes apprentices) and £9.47

The lower middle quartile is made up of staff whose hourly rates are between £9.47 and £12.71

The upper middle quartile is made up of staff whose hourly rates are between £12.71 and £17.98

The upper quartile is made up of staff whose hourly rates are between £17.99 and £90.34

This data shows that in every quartile the number of female employees outnumber the number of male employees at every level. However because there are a greater proportion of men in the upper quartile compared with lower quartiles and a larger proportion of women in the lower quartiles there has been a significant impact on our gender pay gap. The percentage of female employees in the upper quartile and upper middle has increased from 67.69% to 70.54% and from 87.02% to 88.69% respectively.

### **3. Actions to remove the gender pay gap**

Chesterfield Royal Hospital NHS Foundation Trust is committed to addressing the gender pay identified in this report. A range of actions will be undertaken, these include:

- A 'Be Yourself' Equality Group has been established and will consider actions to reduce the gap further.
- A flexible working work plan ensures that flexible working is encouraged cross our organisation. It also supports increasing opportunities for flexible working and promotion of opportunities to support women returning to the workplace. We have a range of policies and procedures in place such as parental leave, flexible working and special leave which supports this.
- A continuation of the Trust actively encouraging female consultants to apply for clinical excellence awards, if eligible. 39% of female consultant applied for a clinical excellence award in 2018 and 17% of applications were for individuals who work less than full time.
- A continuation of the use of the Trust's robust recruitment processes which have both values based recruitment and equality, diversity and inclusion embedded.
- Taking part in an NHS Employers and Questback quantitative survey of the gender pay gap in our organisation alongside other NHS organisations.