

Analysis of Gender Pay Banding at the United Lincolnshire Hospitals NHS Trust

Salary by Agenda for Change pay bands, Very Senior Manager (VSM) grades; and Medical and Dental Staff grades, as per 30<sup>th</sup> September 2016:

Female			Male		
Band / Grade	Average salary	Number of staff in band / grade (Whole-time equivalent – WTE)	Band / Grade	Average salary	Number of staff in band / grade(Whole-time equivalent – WTE)
1	£15490.81	331.63	1	£15485.45	44.07
2	£16986.39	1114.29	2	£17084.07	274.01
3	£18762.23	316.35	3	£18458.21	83.58
4	£21656.28	356.85	4	£21442.51	71.79
5	£25990.89	1256.68	5	£25595.62	195.96
6	£32003.80	721.0	6	£31088.60	115.53
7	£38293.68	361.1	7	£38506.22	85.25
8A	£44597.46	86.09	8A	£45804.61	37.32
8B	£53495.19	23.3	8B	£53476.77	19.01
8C, D & 9 *	£62909.49	27.8	8C, D & 9 *	£69039.01	24.92
VSM	£118170.00	1	VSM	£142328.57	7
Consultant	£86593.90	81.03	Consultant	£89402.77	229.78
Career Grade Doctor	£61509.41	39.15	Career Grade Doctor	£63752.22	119.35
Hospital Practitioner		Not disclosed**	Hospital Practitioner		Not disclosed**
Speciality Registrar	£35410.01	78.86	Speciality Registrar	£36370.94	87.0
Foundation Year 2	£28656.68	49.50	Foundation Year 2	£28563.02	45.0
Foundation Year 1	£22885.39	30.50	Foundation Year 1	£22896.80	41.0

Agenda for Change and other NHS pay grade structures are nationally set tariffs and progression through pay increments (where applicable) is applied in line with policy for all staff. Therefore, the gender pay gap, when calculated in this manner should be negligible.

If the Trust wished to use Average Salary to avoid any concerns over individuals being identifiable, it would have to group any pay bands / grades where less than eleven staff are employed. This is the reason pay bands 8C, 8D and 9 have been grouped together.

If the average salary for males and females are considered, the gender pay gap is as follows;

Band / Grade	Gender Pay Gap - %
1	-0.03
2	0.57
3	-1.65
4	-1.0
5	-1.54
6	-2.94
7	0.55
8A	2.64
8B	-0.03
8C, D & 9	8.88
VSM	16.97
Consultant	3.14
Career Grade Doctor	3.52
Hospital Practitioner	Not disclosed
Speciality Registrar	2.64
Foundation Year 2	-0.33
Foundation Year 1	0.05

Gender Pay Gap calculations are expressed as a percentage in relation to the male salary. All values recorded as a negative (-) indicate that the Gender Pay Gap is in favour of the female workforce. It is noted that although the Gender Pay Gap is small in most of these instances, this bias toward the female workforce is greater in the lower pay bandings. The Gender Pay Gap increases towards the male employees in the medical workforce and is particularly noticeable in the higher Agenda for Change pay bandings.

The Trust recognises that it needs to do more to bring more women into the medical workforce and into more senior management positions. We will seek to address this through the talent management approach, which will be part of the People Strategy (publication expected early 2017 – 2018).

\* In Agenda for Pay bands 8C, 8D and 9, as the numbers of staff employed at these individual bands is less than 11, these pay bands have been grouped together in order to ensure the data is not traceable to an individual.

\*\* where the total whole-time equivalent staff is less than 11 data is not disclosed in order to ensure data is not traceable to an individual. However, as the remuneration of the Trust's Very Senior Managers (VSM) is in the public domain, this data is included in this analysis.

Report prepared by Tim Couchman, Equality, Diversity and Inclusion Lead  
January 2017