

Gender Pay Gap Reporting: ULHT

Requirement:

We are required to publish gender pay gap information annually 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 will be made relating to the pay period in which the snapshot day falls. For the first year, this will be the pay period including 31 March 2017 and the information must be published by 1 April 2018.

We are required to undertake and publish the following calculations:

- the hourly rate of ordinary pay relating to the pay period in which the snapshot day falls
- 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
- the difference between the mean (and median) bonus pay paid to male and female employees
- the proportions of male and female employees who were paid bonus pay

the proportions of male and female employees in the lower, lower middle, upper middle and upper quartile pay bands by number of employees rather than rate of pay.

2017/18 Results

Ordinary Pay Rates

Table 1 shows the mean and median hourly rate for males and females in the Trust.

Table 1 The mean and median hourly rate for males and females

Gender	Mean Hourly Rate	Median Hourly Rate
Male	20.8495	14.9038
Female	14.0112	12.8043
Difference	6.8382	2.0995
Pay Gap %	33%	14%

The ULHT workforce reflects that of the NHS hospital sector as a whole, where the majority of lower paid staff are female e.g. nurses.

This is shown clearly in table 2, which shows the proportion of male and female staff in each pay quartile. The quartiles are based on hourly rates with the 25% of staff with the lowest hourly rate included in quartile 1 and the next 25% in quartile 2 etc. The 25% of staff with the highest hourly rate are in quartile 4.

Table 2 - The proportion of male and female staff in each pay quartile

Quartile	Female	Male	Female %	Male %
1	1656	320	84%	16%
2	1655	324	84%	16%
3	1700	280	86%	14%
4	1295	684	65%	35%

The proportion of males to females increases in the higher pay quartiles.

Table 3 shows the mean salary for males and females within each pay band or grade within ULHT.

Table 3 The mean salary for males and females within each pay band or grade

Pay Band/Grade	Gender (Numbers)		Mean Salary (£)	
	Female	Male	Female	Male
Band 1	348.65	47.82	15485	15463
Band 2	1131.96	276.73	16967	17134
Band 3	424.91	86.40	18818	18522
Band 4	296.19	78.29	21534	21266
Band 5	1237.07	188.00	26105	25673
Band 6	743.37	119.78	32090	31090
Band 7	362.00	87.36	38383	38395
Band 8A	96.88	35.72	44632	45992
Band 8B	20.09	18.75	54019	53636
Band 8C	24.60	14.40	61957	64661
Band 8D	3.00	7.85	71866	77509
Director	1.00	8.00	125000	132300

Consultant	80.09	232.84	87208	89805
Associate Specialist	5.41	29.00	82294	82119
Specialty Doctor	35.65	88.36	59181	58455
Specialty Registrar	79.05	81.00	35255	37137
Foundation Year 2	48.50	43.00	28592	28486
Foundation Year 1	31.50	41.00	26350	26350

Within each pay band there is not a significant difference between the pay rates of males and females. In part this is because for many bands/grades we use a formal job evaluation system to determine rates of pay.

Results – Bonus Payments

Alongside ordinary rates of pay, we are also required to report on bonus payments. The only payments of this nature that we pay are the clinical excellence awards payable to our medical consultants. Clinical excellence awards exist to recognise and reward the exceptional contribution of NHS consultants, over and above that normally expected in their role, to the values and goals of the NHS and to patient care. Awards are therefore dependent on the demonstration of such contributions, and not on factors such as seniority or age.

Tables 4 demonstrates that there is a difference between the size of the bonus paid to male and female consultants who are eligible.

Table 4: Mean & median bonus payments for males and females

Gender	Mean Bonus Payment	Median Bonus Payment
Male	£11,578.36	£5,967.20
Female	£4,142.35	£2,239.48
Difference	£7,436.01	£3,727.72
Pay Gap %	64.22	62.47

Our analysis shows is that 40% of eligible females received a clinical excellence award and 57% of eligible males. There is also an imbalance towards males in terms of the size of the awards.

Proposed Action

Whilst recognising that this is the norm in the NHS workforce, ULHT will work to give every opportunity for females to be appointed to or progress to senior bands and grades.

We will review the process for determining the clinical excellence awards payable in the Trust to ensure that there is no opportunity for any gender bias through the process.