

Meeting	People and Culture Committee
Date of meeting	23 rd April 2019
Paper number	Enc E7

Gender Pay Gap Report

For approval:		For discussion:		For assurance:	x	To note:	x
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Accountable Director	Tina Ricketts, Director of People and Culture		
Presented by	Sandra Berry, Assistant Director of OD	Author /s	Sandra Berry, Assistant Director of OD

Alignment to the Trust's strategic priorities					
Deliver safe, high quality, compassionate patient care	x	Design healthcare around the needs of our patients, with our partners		Invest and realise the full potential of our staff to provide compassionate and personalised care	x
Ensure the Trust is financially viable and makes the best use of resources for our patients		Continuously improve our services to secure our reputation as the local provider of choice			

Alignment to the Trust's goals							
Timely access to our services		Better quality patient care	x	More productive services		Well-Led	x

Report previously reviewed by		
Committee/Group	Date	Outcome

Assurance: Does this report provide assurance in respect of the Board Assurance Framework strategic risks?	N	BAF number(s)	
Significant assurance <input type="checkbox"/> <i>High level of confidence in delivery of existing mechanisms/objectives</i>	Moderate assurance <input checked="" type="checkbox"/> <i>General confidence in delivery of existing mechanisms/objectives</i>	Limited assurance <input type="checkbox"/> <i>Some confidence in delivery of existing mechanisms/objectives</i>	No assurance <input type="checkbox"/> <i>No confidence in delivery</i>

Recommendations
The Committee is requested to: <ul style="list-style-type: none"> To note the report which is provided for information and assurance.

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1. Executive Summary

The report provides the People and Culture Committee with the Trust gender pay gap review summary as at 31st March 2018 providing assurance that a gender pay gap review has been completed as required and will be published on the government website.

The gender pay gap report summarises:

- Workforce composition as at 31st March 2018.
- The mean and median gender pay gap
- The mean and median bonus gender pay gap
- The proportion of males and females receiving a bonus payment
- The proportion of males and females in each quartile pay band
- Conclusion and next steps.

2. Background

Following the introduction Gender Pay Reporting in April 2017 by the Government the Trust is required to produce an annual report covering pay and to publish this information on the designated government website www.gov.uk/genderpaygap.

More information about requirements on gender pay reporting, and gender pay gaps can be found on : <https://gender-pay-gap.service.gov.uk/>

Worcestershire Acute Hospitals NHS Trust has undertaken a gender pay gap review as at 31 March 2018 which is required to be published by 31st March 2019.

The Trust has calculated the following for its employees and workers:

- The mean gender pay gap
- The median gender pay gap
- The mean bonus gender pay gap
- The median bonus gender pay gap
- The proportion of males receiving a bonus payment
- The proportion of females receiving a bonus payment
- The proportion of males and females in each quartile pay band

The Trust will publish this information annually for all employees who are directly employed by the Trust.

3. Issues and options

3.0 Workforce Composition

As at 31st March 2018, the Trust had 6055 employees of which 4997 (82.53%) were female and 1058 (17.47%) were male. This ratio is not reflected in certain occupational categories.

3.1 NHS Agenda for Change (AfC) Pay Structure

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The majority of staff employed by the Trust are on the national Agenda for Change Terms and Conditions of Service. The basic pay structure for these staff is across 9 pay bands and job roles are assigned to a band on the basis of job matching in line with the NHS Job Evaluation Scheme. Within each band there are a number of incremental pay progression points.

Medical and Dental staff have separate national Terms and Conditions of Service, depending on seniority. However, these too are set across a number of pay scales with varying numbers of spine points within them. There are separate national arrangements for Very Senior Managers (VSM pay scales), such as Chief Executives and Directors.

As an NHS acute sector organisation the majority of our services are delivered on a 24/7 basis, resulting in some staff working unsocial hours, participating in on-call rotas or working over public holidays. This mainly applies to clinical staff and some non-clinical senior managers and can be contributing factor to the gender pay gap.

3.2 Mean Gender Pay Gap

Average Mean Hourly Rates as at 31 March 2018	
Gender	Avg. Hourly Rate
Male	£22.96
Female	£15.22
Difference	£7.73
Pay Gap %	33.69%

It is noted that in including all staff, this information is skewed by the numbers of male employees in senior medical posts and particularly bank/agency doctor posts. 69.62% of our consultant workforce are male. When we remove all doctors (**including agency/bank doctors**) from the calculation the gender pay gap shows that females are in a more favorable position than males by 1.51%.

Average Mean Hourly Rates as at 31 st March 2018 when excluding all doctors	
Gender	Avg. Hourly Rate
Male	£14.29
Female	£14.50
Difference	£-0.22
Pay Gap %	-1.51%

3.3 Median Gender Pay Gap

Median Hourly Rates as at 31 st March 2018	
Gender	Median Hourly Rate
Male	£17.31
Female	£14.02

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Difference	£3.28
Pay Gap %	18.99%

The median gender pay calculation indicates that there is a difference between the average pay of the Trust's male and female staff. It should again be noted that the points raised above are contributing factors. The Median hourly rate when we remove doctors shows that females are in fact in a more favorable position than males by 11.30%.

Median Hourly Rates as at 31 st March 2018 when excluding all doctors	
Gender	Median Hourly Rate
Male	£12.40
Female	£13.80
Difference	-£1.40
Pay Gap %	-11.297%

3.4 Bonus Payments

The Trust does not as a rule pay bonuses, aside from Clinical Excellence Awards. In the period covered by this report, 124 consultants were paid a bonus in the form of a Clinical Excellence Award. Of these 34 were female. This may indicate that more needs to be done to encourage Clinical Excellence Award applications from female consultants.

Mean Bonus Gender Pay Gap

Mean bonus pay for male and female employees	
Gender	Avg. Bonus Pay
Male	£16,245.31
Female	£8,775.78
Difference	£7,489.53
Pay Gap %	46.10%

Median Bonus Gender Pay Gap

Median bonus pay for male and female employees	
Gender	Median Bonus Pay
Male	£11,803.89
Female	£5,529.36
Difference	£6,274.53
Pay Gap %	53.16%

Proportion of Males and Females Receiving a Bonus Payment

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Proportions of male and female staff paid bonus					
Gender	Number of Consultants Paid Bonus	Total Number of Consultants	%	Total Employees	%
Female	34	89	38%	5371	0.63%
Male	90	293	31%	1568	5.24%

3.5 Proportion of Males and Females in Each Quartile Pay Band

Number of employees as at 31 March 2018
| Q1 = Low, Q4 = High

Quartile	Female	Male	Female %	Male %
1	1240	223	84.76	15.24%
2	1256	208	85.79	14.21%
3	1303	161	89.00	11.00%
4	1002	462	68.44	31.56%

At the time the snapshot was taken the percentage of female staff was 82.53%. As shown in the table above this percentage split is mostly mirrored in quartiles 1-3., with a slight increase to 89.00% in quartile 3 which is primarily registered nurses. However, the percentage of women in quartile 4 drops significantly to 68.44% which is similar to last year. If we remove all doctors from the numbers we find a more even spread across all 4 quartiles in both genders as can be seen below:

Number of employees (excluding doctors)
| Q1 = Low, Q4 = High

Quartile	Female	Male	Female %	Male %
1	1105	211	83.97%	16.03%
2	1144	167	87.26%	12.74%
3	1206	134	90.00%	10.00%
4	1154	169	87.23%	12.77%

3.6 Conclusion and Next Steps

The Trust acknowledges that there could be greater female representation in its senior medical roles. However, in general 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 and therefore this is a national issue rather than Trust specific.

Over the past two years the Trust has been developing and implementing leadership development training to strengthen the skills of its existing staff to support career development within the organisation. Our Board representation shows we have 62% male

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Executive Directors and 38% female Executive Directors.

The Trust recruits through NHS jobs and it is our policy to remove any personal information from applications which avoids gender or other bias at the shortlisting stage. We train our recruiting managers in equality and diversity to emphasise the need to ensure that all applicants are recruited in a fair, open and transparent manner. We monitor our recruitment and other aspects of equality which form part of our equality and diversity annual report which is published on our website.

The findings of this report will be shared with the Trust's Equality and Diversity Committee to determine any required actions.

4. Recommendations

The Committee is requested to:

- To note the report which is provided for information and assurance.