

Gender Pay Gap Report

2017 - 18



1. Overview

Since the Equality Act 2010 (Specific Duties) Regulation 2011 (SDR) came into force in September 2011, there has been a duty for public bodies with 150 or more employees to publish data information of the diversity of their workforce. Although the SDR did not require mandatory Gender Pay Gap reporting, the Government Equalities Office and the Equality and Human Rights Commission (EHRC) provided guidance that made it clear that employers should consider including gender pay gap information in the data they already publish.

It was evident that not all employers did this, so the Government made Gender Pay Gap reporting mandatory by amending the SDR so that all public sector employers with more than 250 employees have to measure and publish their gender pay gaps. It became mandatory on 31st March 2017 for public sector organisations with over 250 employees to report annually on their gender pay gap.

2. Reporting Information

This report identifies the gender pay gap for employees who are employed under a contract of employment, a contract of apprenticeship or a contract personally to do work. This will include those under Agenda for Change terms and conditions, medical staff and very senior managers.

The organisation is required to report on a pay period relating to a snapshot date which is 31 March 2017. The calculations undertaken to produce this report are:

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

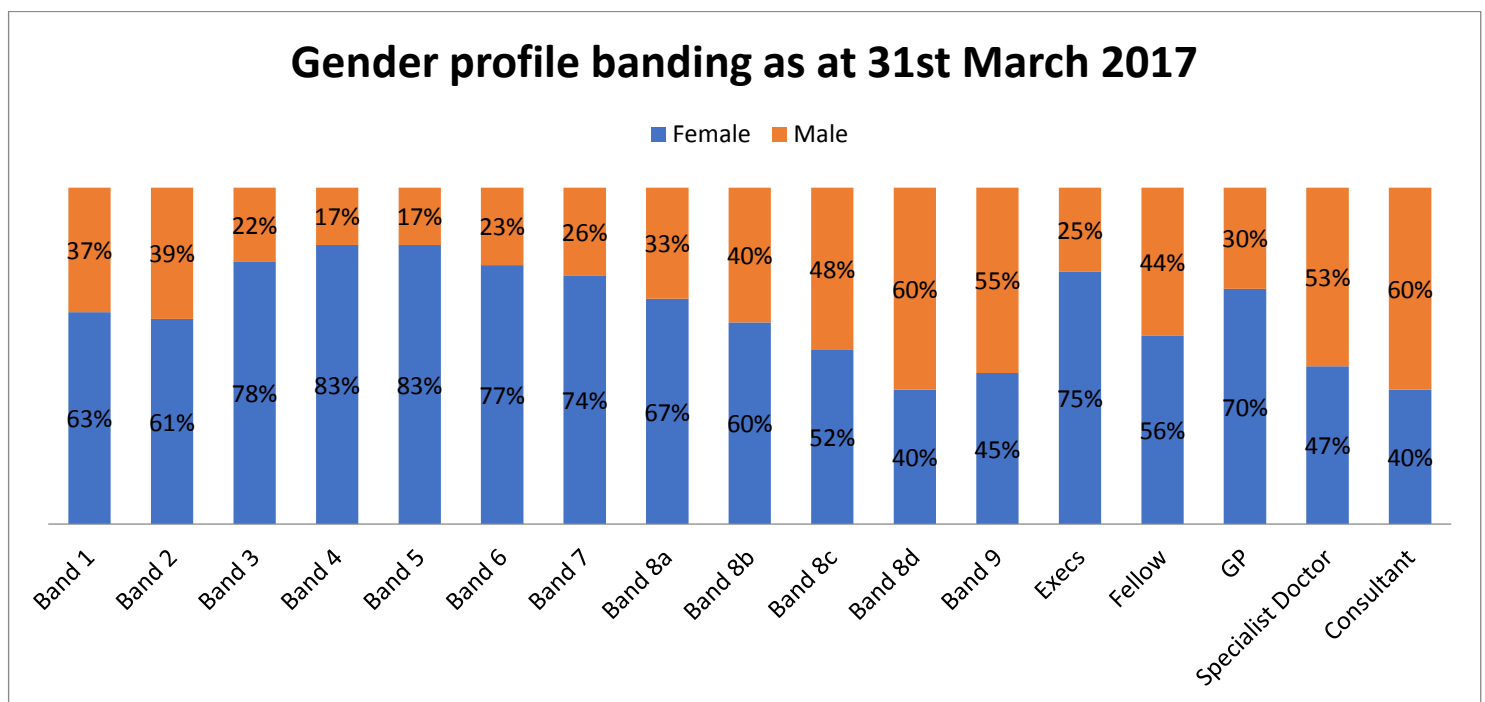


3. Workforce Context

The statistical information that follows is taken from a snapshot date of 31st March 2017 and will not necessarily represent the current profile of the workforce.

At 31 March 2017, our workforce was split into gender as follows, 73% females which equates to 2051 members of staff and 27% male which equates to 771 members of staff. **Figure one** illustrates the gender split by banding. From this information, it is clear that the highest female percentage work in bands 4, 5 and 3, whereas the highest male percentage work in Bands 8d, Consultant level and Band 9.

Figure One: Gender profile by banding

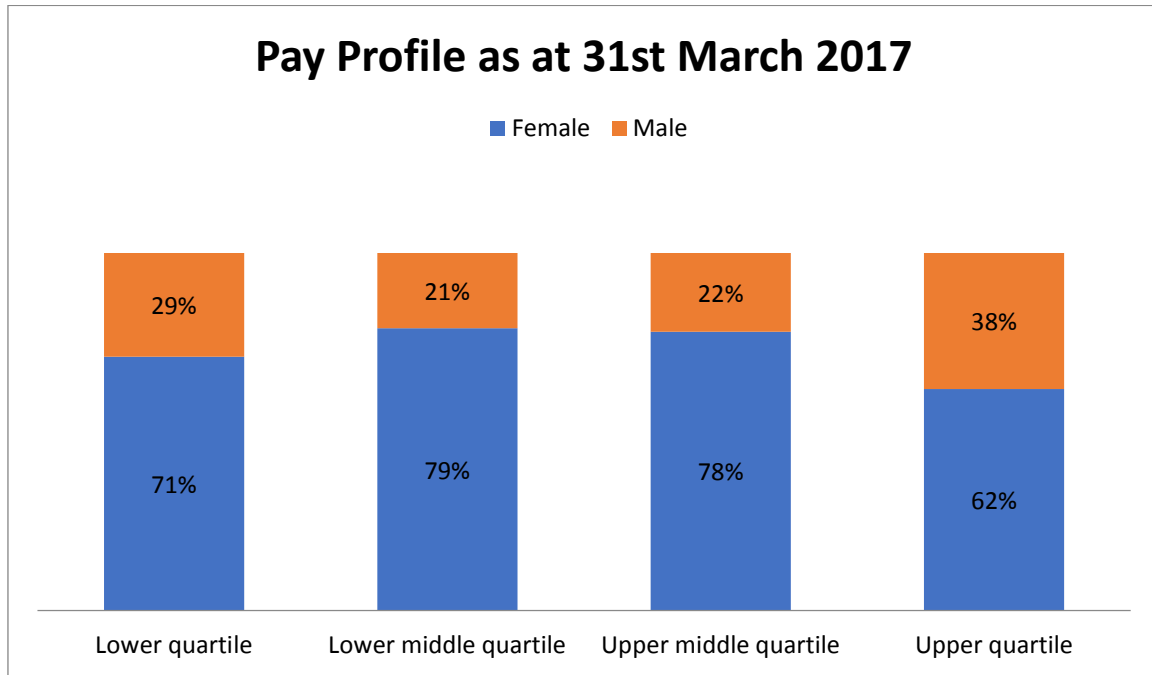


4. Pay Profile

The pay profile of staff as illustrated in **figure two**, demonstrates that the highest variances are between the lower middle and upper middle quartiles. The highest percentage of female staff are in the lower middle quartile, which includes our estates and facilities staff, administration staff and some nursing staff and is also reflected in **figure one**.



Figure Two: Overview of Pay Profile



5. Gender Pay Gap: Mean Average

The mean average hourly rate is illustrated in **table one**. This calculation is based on the average hourly rate of 2051 female staff compared to 771 male staff. There is a 19.62% pay gap between female and male pay based on a total of 2822 staff.

Table One: Mean Hourly Rate

Male	Female	Difference £	Pay Gap %
£19.41	£15.61	£3.81	19.62%



6. Gender Pay Gap: Median Average

The median hourly rate is illustrated in **table two**. This calculation is based on the mid-point hourly rate of 2051 female staff, compared with 771 male staff. There is a 4.74% pay gap between female and male pay based on a total of 2822 staff.

Table Two: Median Hourly Rate

Male	Female	Difference £	Pay Gap %
£14.56	£13.87	£0.69	4.74%

7. Gender Pay Gap: Bonus Pay profile

As an NHS organisation the only pay elements that fall within the bonus pay criteria are clinical excellence awards. These awards are a recognition and reward scheme to consultants contributing most towards the delivery of safe and high quality care to patients¹.

Due to the nature of these awards, they are only applicable to certain groups of medical staff. **Table three** demonstrates the percentage difference between the number of males and females in receipt of a bonus as prescribed by the bonus pay calculations. It is clear to see that there are a higher proportion of males receiving bonus payment than females, which is an area that needs to be improved upon.

Table Three: Bonus Pay Profile Comparisons

Male medical staff overall	Male proportion receiving bonus	% difference	Female medical staff overall	Female proportion receiving bonus	% difference
55%	67.2%	+12%	45%	32%	-13%

¹ <https://www.bma.org.uk/advice/employment/pay/clinical-excellence-awards-for-nhs-consultants>



8. Gender Pay Gap: Bonus Pay Mean Average

In terms of mean bonus pay average, the gap is 12.04% between male and female colleagues, as articulated in **table four**.

Table Four: Mean Bonus Pay Overview

Male	Female	Difference £	Pay Gap %
£17,950.49	£15,789.03	£2161.46	12.04%

9. Gender Pay: Bonus Pay Median Average

In terms of median bonus pay average, the gap is 33.04% between male and female colleagues, as articulated in **table five**.

Table Five: Median Bonus Pay Overview

Male	Female	Difference £	Pay Gap %
£15,664.49	£10,442.53	£5,221.96	33.34%

10. Conclusions

The statistics in this report demonstrate that we have a higher proportion of female staff in bands 3-4 and our highest proportion of male staff work in Bands 8d-9 and consultant level. This is also reflected in our pay profile as demonstrated in **figure two**.

With a pay gap between male and female average hourly rates of pay being 19.62%, improvements are needed to decrease that gap. The same can be said for median hourly rates of pay, however our greatest disparity between staff is in relation to bonus pay. This type of pay is only related to a smaller proportion of staff within the medical staffing group, due to the nature of the pay being clinical excellence awards. It is clear that improvements need to be made to understand the disparity, and to develop collaborative actions to reduce our gender pay gap across the whole organisation.



10. Results and Next Steps

Measure	Action planned	Timescales
Pay profile	Develop equality, diversity and inclusion working group across organisation to look at Gender Pay Gap amongst other initiatives to understand data and develop actions to encourage diverse pay profile on basis of gender.	Meeting established: Spring 2018 Actions developed: Autumn 2018 Actions completed/ reported on: Ongoing / March 2019
Gender pay gap as a mean average	Utilising new equality, diversity and inclusion working group, understand data and develop initiatives to decrease gap as part of approach to recruitment process, retention and talent management.	Actions / initiatives developed: Spring – Autumn 2018 Actions completed / reported on: March 2019
Gender pay gap as a median average		
Gender pay gap bonus pay profile	Results of report shared with LNC and Medical Director to develop collaborative initiatives to increase CEA applications from female doctors	Results shared: Spring 2018 Initiatives developed: Spring – Autumn 2018
Gender pay gap bonus pay mean average	Results of report shared with LNC and Medical Director to develop collaborative initiatives to decrease gender bonus pay gap	Results shared: Spring 2018 Initiatives developed: Spring – Autumn 2018
Gender pay gap bonus pay median average		

12. Reporting Requirements

As an organisation, we are required to report on our gender pay gap via the online government portal and publish by 30th March 2018. The information contained within this report will be published on a website that is accessible to employees and the public free of charge. The information needs to remain on our website for at least three years and should be made fully searchable. The data contained in this report will be uploaded onto the Government's online reporting service by 30th March 2018.

It is anticipated that regional benchmarking will take place in April 2018 via the regional Equality and Diversity leads in the North West, and national benchmarking will be made available in Summer 2018.



11. Further Details

For further information about this report, please contact Rebecca Patel, Head of Engagement on the details below:

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