

Gender Pay Gap Reporting

March 2018



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Introduction

To comply with the Equality Act 2010 (Gender Pay Gap Information Regulations 2017), George Eliot Hospital (GEH) has undertaken gender pay gap reporting on the 'snapshot date' of 31 March 2017. This is the first gender pay gap report for the Trust and the purpose of this report is to publish annual statutory calculations to ascertain if there is a pay gap between our male and female employees. The gender pay gap shows the difference in the average pay between all men and women in a workforce. If a workforce has a particularly high gender pay gap, this can indicate there may be issues for the Trust to address.

This report presents the gender pay gap indicators that have been calculated at GEH for the following:

- Gender pay gap as a mean average
- Gender pay gap as a median average
- Bonus gender pay gap as a mean average
- Bonus gender pay gap as a median average
- Proportion of males receiving a bonus payment
- Proportion of females receiving a bonus payment
- Proportion of males and females when divided into four groups ordered from lowest to highest pay

Context

Gender pay reporting is different to equal pay reporting. It is unlawful to pay people unequally because of gender. Equal pay deals with the pay differences between men and women who carry out the same job, similar job or work of equal value. The gender pay gap analyses the difference in average pay of all men and the average pay of all women employed by the Trust. It is therefore possible to have genuine pay equality, but still have a pay gap between the genders.

At the time the snapshot was taken the Trust had 2268 employees/workers, of which 1844 (81%) were female and 431 (19%) were male. This ratio of male to female is common place for an acute district general hospital, with the greatest proportion of staff being nurses/midwives and health care assistants. The Trusts high female ratio aligns to information published by the Nursing and Midwifery Council (NMC) who state that 89% of registrants are female compared to 11% of males. Medical and Dental is the only staff group with a higher ratio of males to females (62%), but the male medics only equate for 6% of the eligible workforce.

The information within this report is sourced from Electronic Staff Record (ESR), which holds the Trusts employee data. The data has also been submitted via the Government's Gender Pay Gap reporting portal.

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As a Trust we use the national job evaluation framework for Agenda for Change staff to determine appropriate pay bandings; this is a recognised national process that supports the payment of employees for the same or equivalent work. Each grade has a set of pay points for annual progression, the longer period of time that an employee has been in a grade the higher their salary is likely to be, irrespective of their gender. Medical and Dental staff have a separate national terms and conditions, where their pay is determined by the role of the medic from Junior Doctor Foundation Year 1 to Consultant.

Trust Pay Gap Review

Gender Pay Gap As A Mean Average



This data shows that the mean average difference is in favour of male employees at 31.18%, with men earning on average £6.44 an hour more than women. These calculations do include the Clinical Excellence Award payments, which are paid to eligible medical staff.

Gender Pay Gap As A Median Average



This data shows that on average there is a median average difference in favour of male employees of 6.48%, with men median hourly rate of £13.46, £0.87 more than women. These calculations do include the Clinical Excellence Award payments, which are paid to eligible medical staff.

Medical Staff



Non-Medical Staff



When calculating the average mean difference between medical and non-medical employees, average earnings for medical staff favour men, with a difference of £11.12 average hourly rate and female for non-medical staff with a mean difference of £0.61 average hourly rate.

The Office for National Statistics (ONS) Annual Survey of Hours and Earnings (ASHE) October 2017 figures states that the mean gender pay gap for the whole of the Public Sector economy is 17.7%. The report shows that the Trust is above that of the Public Sector (20.66%), but this is reflective of the pattern from the wider UK healthcare economy; traditionally the NHS has had a higher female workforce and they tend to be in the lower bandings and a predominantly male workforce in the higher banded Medical and Dental professions.



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Bonus Awards

Bonus Pay includes anything that relates to profit sharing, productivity, performance, incentive and commission received in the form of cash, vouchers or securities. GEH operates an annual local Clinical Excellence Awards for eligible consultants regardless of gender. This recognises and rewards individuals who demonstrate achievements in developing and delivering high quality patient care over and above the standard expected of their role, with a commitment to the continuous improvement of the NHS.

The Trust employs 92 consultants, of which 22.8% are female. There are 40 consultants who are in receipt of a local Clinical Excellence Award (CEA) and 20% of these are female.

Bonus Gender Pay Gap As A Mean Average



29.48%



£3897

This data shows that on average there is a mean average difference in favour of male employees of 29.48% with men receiving on average £3897 more per year than female awards.

Bonus Gender Pay Gap As A Median Average



9.08%



£745

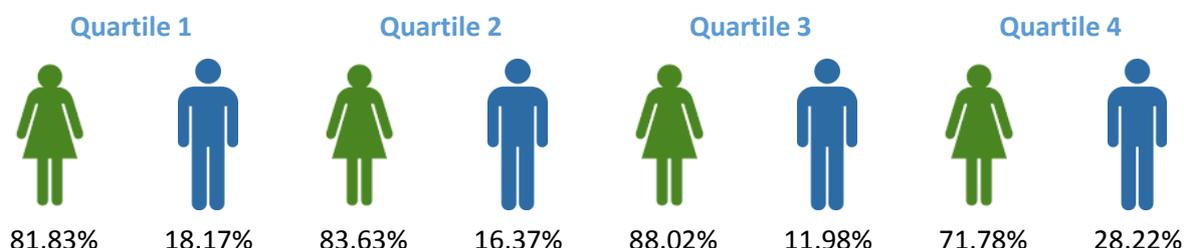
This data shows that on average there is a median average difference in favour of female employees of 9.08%, with women receiving on average £745 more per year than male awards.



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Proportion Of Males And Females When Divided Into Four Groups Ordered From Lowest To Highest Pay

The table below shows the proportion of male to females when divided into four groups ordered from lowest quartile (1) to highest quartile (4).



When ranking the pay relevant employees as of 31 March 2017 according to their average hourly earnings, it is apparent that through Quartiles 1 to 3, there is only a small variance between the average hourly earnings for male and female, this gap widens considerably in Quartile 4. The majority of Medical and Dental staff (72%) are in Quartile 4.

Conclusion

George Eliot Hospital is committed to ensuring an equitable workforce and we will continue to work through the following actions to address any gaps and make sure policies and processes are fair:

- Use our leadership programmes to encourage more women to progress into senior, leader roles.
- Continue to embed the talent management principles.
- Raise awareness of shared parental leave entitlement and flexible working opportunities.
- Embed our Equality, Diversity and Inclusion Strategy and deliver EDS2.
- Implement actions identified in Recruitment and Retention Strategy.
- Explore how more men can be attracted into clinical support roles to create more gender balance.



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