

Gender Pay Gap Report - Northumbria Healthcare NHS Foundation Trust

Introduction

As previously communicated Northumbria Healthcare Foundation Trust (NHCFT) are required to carry out Gender Pay reporting under the Equality Act 2010 (Gender Pay Gap Information Regulations 2017).

It is important to appreciate that gender pay and equal pay are two distinct concepts:

- Equal Pay is concerned with men and women earning equal pay for work of equal value.
- The gender pay gap is about the difference between men and women's average pay within an organisation.

Reporting the gender pay gap involves carrying out six calculations that show the difference between the average earnings of men and women in NHCFT; it does not involve publishing individual employee's data.

We are required to publish the results on our own website and the government website. We are required to do this within one calendar year of March 31st 2017.

To be clear, the following is a gender pay report for NHCFT and does not include the subsidiary companies – Northumbria Healthcare Facilities Management Limited (NHML) and Northumberland Primary Care (NPC). A separate report has been produced for NHFML and in line with legislation NPC are not required to report as they do not have 250+ employees.

The results of the report will be used to assess:

- the levels of gender equality in our workplace
- the balance of male and female employees at different levels
- how effectively talent is being maximised and rewarded.

The challenge in our organisation and across Great Britain is to eliminate any gender pay gap.

1.0 Gender Pay Gap

The gender pay gap for NHCFT, measured by **median** hourly rate, is **0%**. The calculations were obtained from the ESR system which have been nationally determined and are in line with regulations. For this calculation "actual pay" was used which includes basic pay, allowances, pay for leave and shift premium pay. It is important to note that anyone who is in a period of no pay (e.g. maternity leave, sickness, special leave) will not appear in the figures.

The below table shows the median hourly rate and the mean hourly rate for males and females in NHCFT. This is calculated using the employees pay they have received within the snapshot period of 31 March 2017. The median hourly rate, calculated as the mid-point of the salary distribution for men and for women, is the same for men and women. To calculate mean hourly rates, we totalled all the men's earnings and divided by the number of men employed on this date. The mean is £16.27 per hour. We did the same for the women with the mean being £13.00 per hour. This is a difference of £3.27. The gender pay gap measured by **mean** hourly rate is **20.1%**.

Gender	Median Hourly Rate	Mean Hourly Rate
Male	11.20	16.27
Female	11.20	13.00
Difference	0.00	3.27
Pay Gap %	0.00	20.10

1.1 Quartile reporting

The below table illustrates the gender distribution in NHCFT across four equally sized quartiles, each containing 2234 employees.

Quartile	Female	Male	Female %	Male %
1	1735	500	77.63	22.37
2	1863	371	83.39	16.61
3	1905	329	85.27	14.73
4	1701	533	76.14	23.86

1.2 Where is the gap?

Quartile 1 highlights that there is only 22% of males in lower banded roles as oppose to 77.63% of women. There are more men in lower banded support services, mainly in Estates and Facilities which sit within the subsidiary company NHFML and therefore not reported under NHCFT. Further investigation showed that the gap predominately exists within quartile 4 with the majority of our consultant medical staff sitting in this quartile. This is the highest paid group of medical staff which will significantly impact on the mean gender pay gap. As a result we have run the gender pay gap report again removing all of the consultant medical staff, there are 312. We have 204 male consultants and 108 women consultants.

If the consultant medical staff are excluded from the calculation, **mean** gender pay gap for the Trust would decrease to **0.08%**. Interestingly the **median** gender pay gap would show that the figure for women is £11.13 per hour and for men it is £10.10 per hour. This demonstrates that this group of staff largely explains the mean gender pay gap.

The age profile of Consultants shows that we have 61 men in the age range 50-59 compared to 26 women. It would be this age range where consultants would reach the top of the national pay band as it takes 19 years from your first year of being a consultant. This will therefore give rise to a significant gap in the average earnings.

In the age bracket of 30-39 we have 30 women and 29 men therefore a shift is apparent in the number of women becoming consultants.

2.0 Bonus Pay Gap

NHCFTs bonus pay gap is **47.8%**. This includes bonuses (Commercial Team), discretionary points and Clinical Excellence Awards. Please see chart below:

Gender	Median Pay	Mean Pay
Male	5,967.20	9842.41
Female	2,983.55	5136.64
Difference	2,983.65	4705.77
Pay Gap %	50.00	47.81

2.1 Where is the gap?

Our consultant workforces are eligible to apply for Clinical Excellence Awards (eligibility criteria apply). Given the gender split of consultants (204 male & 108 women) this has been looked into in more detail. Please see the breakdown below for the past 3 years:

	2017		2016		2015	
	Eligible to apply	Successful	Eligible to apply	Successful	Eligible to apply	Successful
Female	91	14	85	4	78	10
Male	159	19	158	27	152	15

As you can see from the table above there has been a significant increase in the proportion of successful female applicants in 2017 compared to 2016. This has increased from 13% in 2016 to 42% in 2017 bringing it back in line with 2015 figures. It is the 2016 figures that will have been used for the gender bonus pay calculations. This indicates that much of the Trust's bonus gap is explained simply by the larger number of male consultants, rather than by any discrimination in favour of men in the process for marking awards.

The commercial team receive quarterly bonuses based on agreed performance targets. The bonuses paid are the same for staff regardless of their gender. The team is made up of 19 women and 25 men; this will impact on the pay gap however not significantly.

3.0 Actions to address our gender & bonus pay gap

NHCFT is committed to addressing the gender and bonus pay gaps and is looking at the following:

- To research and understand the reasons that our male consultant population is 50% larger than that of our female population.
- To continue to encourage women consultants to apply for CEA awards. For the 2018/19 round of CEAS we will commit to write to all female consultants highlighting the CEA process and offering support with the application form.
- To consider our approach to flexible working for all staff, to establish whether more can be done to improve flexible working within NHCFT.
- To review NHCTs equality and diversity training to ensure all staff understand their responsibilities under the Equality Act 2010 and that fair and non-discriminatory practices are being followed with regards to gender equality.

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