

**East and North Hertfordshire NHS Trust**  
**Gender Pay Gap Report 2016/2017**

**1. ORGANISATIONAL BACKGROUND**

East and North Hertfordshire NHS Trust provides secondary care services for a population of around 600,000 in East and North Hertfordshire as well as parts of South Bedfordshire and tertiary cancer services for a population of approximately 2,000,000 people in Hertfordshire, Bedfordshire, north-west London and parts of the Thames Valley.

At the ENHT we are committed to Equality, Diversity and Inclusion (EDI) being at the heart of everything we do and deliver for service users and their relatives, as well as to over 5,900 of our staff.

The composition of workforce presented in the table below has been based on the staff list report from the Electronic Staff Record (ESR) as of 31<sup>st</sup> March 2017. It represents the ratio of females to males in each staff group; and females and males in relation to all staff in each staff group.

Main Staff Group	Males to females	Females to males	Males to all staff	Females to all staff
Add Prof Scientific and Technic (e.g Pharmacists Technicians)	19.58%	80.42%	0.65%	2.68%
Additional Clinical Services (HCA's, health support workers)	16.16%	83.84%	2.26%	11.70%
Administrative and Clerical	15.31%	84.69%	3.54%	19.60%
Allied Health Professionals (Occ Therapists, Physio's)	18.44%	81.56%	0.79%	3.51%
Estates and Ancillary	58.16%	41.84%	3.45%	2.49%
Healthcare Scientists (Pathology staff)	44.16%	55.84%	1.20%	1.52%
Medical and Dental	55.13%	44.87%	7.67%	6.24%
Nursing and Midwifery Registered	7.70%	92.30%	2.52%	30.19%
Overall	22.08%	77.92%	22.08%	77.92%

## 2. CONTEXT AND REPORTING REQUIREMENTS

Following introduction of the Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017, and a subsequent government consultation, it has become mandatory for public sector organisations employing in excess of 250 staff to report annually on the Gender Pay Gap (GPG). Gender Pay Gap should not be confused with unequal pay, which is an unlawful practice of paying men and women differently for performing the same or similar work or work of equal value. The gender pay gap is a measure of the difference between the average (mean and median) earnings of men and women.

The East and North Hertfordshire NHS Trust (“Trust”) is committed to reporting the following information, as per the requirements of schedule 1 (pay gap reporting) of the Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017:

1. The difference between the mean hourly rate of pay of male full-pay relevant employees and that of female full-pay relevant employees
2. The difference between the median hourly rate of pay of male full-pay relevant employees and that of female full-pay relevant employees
3. The difference between the mean bonus pay paid to male relevant employees and that paid to female relevant employees
4. The difference between the median bonus pay paid to male relevant employees and that paid to female relevant employees
5. The proportions of male and female relevant employees who were paid bonus pay
6. The proportions of male and female full-pay relevant employees in the lower, lower middle, upper middle and upper quartile pay bands

The Trust will be reporting the above information by no later than 30<sup>th</sup> March 2018 and thereafter annually via the government’s online reporting service. This information will be supported by a written statement, authorised by an appropriate senior person, which confirms the accuracy of their calculations. However, this requirement only applies to employers subject to the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017. The Trust is also committed to developing a robust action plan based on the findings, as well as monitoring and reporting quarterly on the progress of the identified actions to the Equality, Diversity and Inclusion Steering Group as well as Risk and Quality Committee.

All information captured in this report is based on the calculations made relating to the pay period in which the snapshot day falls. For the purpose of the 2016/17 analysis, this has been set as 31<sup>st</sup> March 2017. (N.B. any enhancements for unsocial hours for staff on agenda for change and medical and dental contracts are paid a month in arrears, therefore the aforementioned element will reflect the additional work undertaken in February 2017).

### 3. DATA ANALYSIS

1. **Mean gender pay gap** – the collected data suggests that the gender pay gap for mean average ordinary earnings for women is 29% less than for men.
2. **Median gender pay gap** – the collected data suggests that the gender pay gap for median average ordinary earnings for women is 13.17% less than for men.

For the calculation of an ordinary pay the following has been taken into consideration:

- Basic pay
- Paid leave, including annual, sick, maternity, paternity, adoption or parental leave (except where an employee is paid less than usual or nothing because of being on leave)
- Area and other allowances (N.B. the Trust, due to its sites geographical location, awards outer, fringe and no High Cost Area Supplement, depending on employees' main base of work)
- Shift premium pay, defined as the difference between basic pay and any higher rate paid for work during different times of the day or night
- Pay for piecework

The calculation of an ordinary pay does not include any of the following:

- Remuneration referable to overtime.
- Remuneration referable to redundancy or termination of employment
- Remuneration in lieu of leave
- Remuneration provided otherwise than in money.

Gender	Mean average hourly rate	Median average hourly rate
Male	£22.0917	£16.1870
Female	£15.6860	£14.0553
Difference	£6.4057	£2.1316
Pay Gap %	<b>29.00%</b>	<b>13.17%</b>

3. **Mean bonus pay gap** – the collected data suggest that the gender pay gap for mean average bonus earnings for women is 34.24% less than for men.
4. **Median bonus pay gap** – the collected data suggests that the gender pay gap for median average bonus earnings for women is 33.33% less than for men.

For the calculation of a bonus pay the following has been taken into consideration:

- Any remuneration that is in the form of money, vouchers, securities, securities options, or interests in securities, and
- Relating to profit sharing, productivity, performance, incentive or commission.

The calculation of a bonus pay does not include any of the following:

- Ordinary pay
- Remuneration referable to overtime
- Remuneration referable to redundancy or termination of employment
- Remuneration in lieu of leave

Gender	Mean average bonus	Median average bonus
Male	£15,765.01	£8,950.75
Female	£10,367.27	£5,967.20
Difference	£5,397.74	£2,983.55
Pay Gap %	<b>34.24%</b>	<b>33.33%</b>

NB – Bonus payments in the Trust are exclusively made up from Medical Consultants’ merit awards (i.e. Clinical Excellence Awards)

5. **Gender composition of bonuses** – the collected data suggests that the proportion of males receiving a bonus was 6.42%, whilst 0.81% of female employees were in receipt of a bonus payment.

Gender	Employees Paid Bonus	Total Relevant Employees	%
Female	37.00	4,557.00	0.81
Male	82.00	1,278.00	6.42

Taking into account that the sole source of the bonus payments on 31<sup>st</sup> March 2017 was the medical consultants’ merit awards, it is felt that the data is not representative. 309 employees (medical consultants) would have been considered for the aforementioned bonus payment. The table below represents the consultant body with gender composition and bonus payments distribution. Out of 309 eligible staff, 119 were in receipt of some kind of clinical merit award, which equated to 38.51%.

36.27% of female compared to 39.61% of male medical consultants were paid the award.

Gender	headcount Consultants	% of consultants with bonus
Female	102	36.27%
Male	207	39.61%
Grand Total	309	38.51%

6. **Gender composition in each quartile pay band** – the table below represents the proportion of male and female employees in each quartile pay band:

Quartile	Female	Male	Female %	Male %
1 (lowest pay)	1087.00	286.00	79.17	20.83
2	1119.00	249.00	81.80	18.20
3	1187.00	190.00	86.20	13.80
4 (highest pay)	864.00	509.00	62.93	37.07
Overall gender split	4257.00	1234.00	77.53%	22.47%

7. **Additional reporting** – In looking to give greater detail around the mean difference, additional reports were taken from ESR – the following highlights the differences by staff group. Negative figures in AHP and Nursing and Midwifery staff groups indicate a gender pay gap in favour of females. The most significant gender pay gap in favour of males are admin and clerical, healthcare scientists and, medical staff with a pay gap of 24.55%, 17.84% and 21.03% respectively.

Main Staff Group	Male Avg. Hourly Rate	Female Avg. Hourly rate	Difference	Pay gap
Add Prof Scientific and Technic (e.g Pharmacists Technicians)	£17.26	£16.63	£0.63	3.65%
Additional Clinical Services (HCA's, health support workers)	£9.41	£8.96	£0.45	4.78%
Administrative and Clerical	£15.97	£12.05	£3.92	24.55%
Allied Health Professionals (Occ Therapists, Physio's)	£16.68	£17.60	-£0.92	-5.52%
Estates and Ancillary	£9.17	£8.78	£0.39	4.25%
Healthcare Scientists (Pathology staff)	£19.06	£15.66	£3.40	17.84%
Medical and Dental	£32.52	£25.68	£6.84	21.03%
Nursing and Midwifery Registered	£15.96	£17.83	-£1.87	-£11.72%

8. **Agenda for change vs. medical and dental** – the trust has also undertaken analysis of staff pay in order to identify potential gender pay gap separating Agenda for Change and Medical and Dental terms and conditions of pay. The data suggests that gender pay gap for agenda for change employees is in favour of females, whilst the medical and dental staff group’s gender pay gap is in favour of males.

	Mean average hourly rate	Median average hourly rate
	Agenda for Change staff	Medical and dental staff
All (hourly rate)	£13.73	£27.57
Female	£13.76	£24.43
Male	£13.61	£30.04
Difference	-£0.15	£5.61
Pay Gap %	<b>1.10% in females favour</b>	<b>18.68% in males favour</b>

#### 4. ENHT PAY ARRANGEMENTS

As noted earlier in this report, it is important to stress that the Gender Pay Gap is different to Equal Pay. Equal pay deals with the pay differences between men and women who carry out the same jobs, similar jobs or work of equal value. It is unlawful to pay people unequally because they are a man or a woman.

Legislation requires that men and women must receive equal pay for:

- the same or broadly similar work;
- work rated as equivalent under a job evaluation scheme; or
- work of equal value.

The trust is committed to the principle of equal opportunities and equal treatment for all employees, regardless of sex, race, religion or belief, age, marriage or civil partnership, pregnancy/maternity, sexual orientation, gender reassignment or disability. We pay employees equally for the same or equivalent work, regardless of their sex (or any other characteristic set out above).

The trust delivers equal pay through a number of means but primarily through adopting nationally agreed terms and conditions for our workforce:

#### National NHS Agenda for Change Terms and Conditions of Service (AfC)

AfC is negotiated nationally by the NHS Staff Council, led by NHS Employers. The national NHS Staff Council has overall responsibility for the AfC pay system and has representatives

from both employers and trade unions. AfC provides the framework for pay arrangements which are in place at ENHT.

Typically, AfC terms and conditions apply to nursing, allied health professionals and administration and clerical staff, which are the majority of the workforce.

On occasion, the trust may consider an incremental credit request for candidates joining the trust from outside of the NHS and can evidence comparable experience.

### **Medical and Dental Staff are employed on national Terms and Conditions of Service (TCS) and pay arrangements**

These pay arrangements are negotiated nationally on behalf of employers by NHS Employers with the NHS trade unions. These terms and conditions include all Consultants, Medical and Dental staff and Doctors and Dentists in Training.

## **5. ACTIONS TO MINIMISE GENDER PAY GAP AND ENSURE EQUAL PAY**

The trust is committed to addressing identified in this report Gender Pay Gap. A number of actions have been suggested to ensure that the trust continues to follow the best practice in addressing the issue:

- The trust is committed to undertake further, detailed diagnostic into the pay gap, in particular for the medical and dental staff group to identify the reasons for the gap
- All female employees in the medical and dental staff group will be written to in order to encourage them to submit applications for Clinical Excellence Awards, which consequently could have an impact on the identified pay gap in relation to the bonus payments.
- The trust's recruitment and selection policy and process for internal and external candidates will be assessed to avoid any potential bias
- It is expected to review the trust's current talent management strategy and succession planning process to incorporate avoiding unconscious bias
- The trust will consider whether there may be an opportunity to use genuine occupational requirement (or positive discrimination) when advertising for posts that could be identified as underrepresented by female employees

- The trust will reassess its incremental credit process and starting salary procedure to ensure that these are awarded on the merit of experience and to avoid potential gender bias
- The trust will continue to support its initiative to implement flexible arrangements across as many departments and staff group as practically possible. This could consequently attract female candidates that otherwise would be unable to join the organisation due to childcare arrangements and/or maternity
- The trust will consider shared parental leave and associated enhancements
- The trust will promote Keep In Touch (KIT) days, which consequently could have appositive impact on female employees' pay

The gender pay gap action plan and progress against it will be presented quarterly to Equality, Diversity and Inclusion steering group and annually to the Risk and Quality Committee.

**Pawel Tamberg**

**HR Business Partner – Medicine**

**27<sup>th</sup> March 2018**