

Gender Pay Gap Report 2017/2018

This report includes data and its analysis as required by the gender pay gap reporting regulations 2017 (specific duties Equality Act 2010). Whilst collecting data and analysing patterns or trends is important, it is even more important that our commitment and values result in positive changes, impact and outcomes. The Trust is therefore in the process of finalising an action plan that will complement the report by responding to identified issues, gaps as well as development opportunities. The report will be published on the Government website for Gender Pay Gap reporting as well as East and North Hertfordshire NHS Trust's website. This information will remain available for three years.

This Gender Pay Gap report is accurate and has been approved by the Trust Board.

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.

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 5,000 of our staff.

The composition of our workforce presented in the table below is based on the staff list report from the Electronic Staff Record (ESR) as of 31st March 2018. 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)	21.76%	78.24%	0.77%	2.76%
Additional Clinical Services (e.g HCA's, health support workers)	16.17%	83.83%	2.37%	12.31%
Administrative and Clerical	16.16%	83.84%	3.73%	19.32%
Allied Health Professionals (e.g Occ Therapists, Physio's)	18.07%	81.93%	0.79%	3.56%
Estates and Ancillary	57.75%	42.25%	3.47%	2.54%
Healthcare Scientists (e.g Pathology)				

staff)	39.06%	60.94%	1.37%	2.14%
Medical and Dental	58.47%	41.53%	7.82%	5.55%
Nursing and Midwifery Registered	8.81%	91.19%	2.78%	28.73%
Overall	23.09%	76.91%	23.09%	76.91%

2. CONTEXT AND REPORTING REQUIREMENTS

Gender pay gap reporting is a mandatory reporting requirement for public sector organisations employing in excess of 250 staff (Equality Act 2010 - Specific Duties and Public Authorities Regulations 2017). The gender pay gap is the difference between average (mean and median) earnings of men and women, expressed relative to men’s earnings. It should not be confused with unequal pay, which is the unlawful practice of paying men and women differently for performing the same or similar work or work of equal value.

The East and North Hertfordshire NHS Trust (“Trust”) is therefore required to publish its gender pay gap data and any supportive narrative on its public facing website and submit its gender pay gap report/data to the government online reporting service.

The Trust is 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 develop an action plan that responds to any findings. Progress will be monitored and reporting quarterly via Human Resources Business Partners meeting to the Risk and Quality Committee. This will also include reporting via a proposed Equality, Diversity and Inclusion Steering Group when established.

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 2017/18 analysis, this has been set as 31st March 2018. (N.B. any enhancements for unsocial hours for staff on agenda for change and medical and dental contracts are paid a month in arrears).

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 **28%** 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 **11%** less than for men.

Gender	Mean average hourly rate	Median average hourly rate
Male	£21.95	£16.23
Female	£15.91	£14.40
Difference	£6.04	£1.83
Pay Gap %	27.53%	11.27%

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.

3. **Mean bonus pay gap** – the collected data suggest that the gender pay gap for mean average bonus earnings for women is **27%** 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%** 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	£14,668.64	£9,040.50
Female	£10,732.85	£6,027.04
Difference	£3,975.79	£3,013.46
Pay Gap %	26.83%	33.33%

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 **6.49%**, whilst **0.83%** of female employees were in receipt of a bonus payment.

Gender	Employees Paid Bonus	Total Relevant Employees	%
Female	35	4211	0.83%
Male	82	1264	6.49%

Taking into account that the sole source of the bonus payments on 31st March 2018 was the medical consultants’ merit awards, it is felt that the data is not representative. 314 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 314 eligible staff, 117 were in receipt of some kind of clinical merit award, which equated to **37.26%**.

33.12% of female compared to **39.05%** of male medical consultants were paid the award.

Gender	headcount Consultants	% of consultants with bonus
Female	104	33.65%
Male	210	39.05%
Grand Total	314	37.26%

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)	1071	299	78.18	21.82
2	1116	252	81.58	18.42
3	1158	211	84.59	15.41
4 (highest pay)	866	502	63.30	36.70
Overall gender split	4211	1264	76.91%	23.09%

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 **20.90%**, **15.21%** and **15.40%** respectively.

Main Staff Group	Male Avg. Hourly Rate	Female Avg. Hourly rate	Difference	Pay gap
Add Prof Scientific and Technic (e.g Pharmacists Technicians)	£17.36	£17.38	-£0.02	-0.13%
Additional Clinical Services (HCA's, health support workers)	£10.55	£10.19	£0.36	3.41%
Administrative and Clerical	£16.28	£12.88	£3.40	20.90%
Allied Health Professionals (Occ Therapists, Physio's)	£18.19	£19.10	£0.91	-5.00%
Estates and Ancillary	£10.68	£9.87	£0.81	7.58%
Healthcare Scientists (Pathology staff)	£20.23	£17.15	£3.08	15.21%
Medical and Dental	£36.39	£30.78	£5.61	15.40%

Nursing and Midwifery Registered	£15.93	£17.43	-£1.49	-9.35%
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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	Mean average hourly rate
	Non Medical (AfC, Trust Pay & Tupe)	Medical and Dental staff
All (hourly rate)	£14.72	£34.06
Female	£14.75	£30.78
Male	£14.56	£36.39
Difference	£0.19	£5.61
Pay Gap %	1.29% in females favour	15.42% in males favour

4. ENHT PAY ARRANGEMENTS

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 equality of opportunity and equal treatment for all employees, regardless of the following “Protected Characteristics” (Equality Act 2010); 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 protected 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 main focus for the Trust in 18/19 was to improve the approach taken for the allocation of Clinical Excellence Awards and to encourage greater representation from all staff applying. The table below demonstrates the male to female distribution of the panel.

	2015	2016	2017	2018
LAC Panel	13	13	13	13
Male	9	8	9	7
Female	4	5	4	6

The distributions of applications by gender were as follows:

- 32% of eligible females applied compared to 29% of eligible males who applied
- The proportion of eligible females who applied increase compared to the previous 2 years (34% in 2015, 22% 2016, 30% 2017)
- 33% of the female consultants who applied scored in the top 20, compared to the 34% of male consultants scoring in the top 20

As part of the Trusts commitment to addressing issues identified within this Gender Pay Gap report a responsive action plan is in the process of being created.