






EISG Meeting– 6th March 2019

Agenda Item:								
Presented by:	Ogechi Emeadi, Director of People							
Prepared by:	Nathaniel Williams, Workforce Information & Systems Manager							
Date prepared:	01.03.2019							
Subject / Title:	Gender Pay Gap Reporting 2019							
Purpose:	Approval	x	Decision	x	Information	x	Assurance	x
Executive Summary: [please don't expand this cell; additional information should be included in the main body of the report]	<p>The Princess Alexandra Hospital gender pay gap as at 31 March 2018 snapshot date report average mean hourly rate of 29% lower for women (no change from 2017) and average median hourly rate of 23% lower for women (an increase from 2017). If we exclude Medical and Dental staff group, the mean pay gap is 2% lower for women and women get paid more than men by 8% on median pay gap.</p> <p>Bonuses (Consultants Clinical Excellence Awards) were paid to more men than women consultants. Mean average bonus payment is 28% lower for women (4.9% decrease from 2017) and Median average bonus payment is 20% lower for women (13% decrease from 2017). The 4 pay quartiles show more women than men in each of the quartiles.</p>							
Recommendation:	The report is presented for information and discussion							
Trust strategic objectives: [please indicate which of the 5Ps is relevant to the subject of the report]								
	Patients	People	Performance	Places	Pounds	X	X	X
Previously considered by:	Workforce Committee							
Risk / links with the BAF:	BAF Risk 2.1 Workforce Capacity							
Legislation, regulatory, equality, diversity and dignity implications:	The Trust is required by law to publish the gender pay gap report by 30 th March 2019							
Appendices:	Appendix -1 Gender Pay Gap Reporting 2018							

1. Introduction

This is the second Gender Pay Gap Report from The Princess Alexandra Hospital NHS Trust (PAH Trust). The gender pay reporting legislation requires all organisations employing more than 250 people to publish their gender pay report on the government website by 30 March 2019, based on a gender profile of 77% women and 23% men employees at PAH Trust and earnings as at 31 March 2018.

2. Background & context

2.1 The legislation framework can be referenced to the Equality Act 2010 -Specific Duties and Public Authorities - Regulations 2017.

2.2 It is important to note that the gender pay gap reporting legislation is distinct from equal pay. Equal pay is concerned with men and women earning equal pay for the same or similar work. The gender pay gap is about the difference between men and women's average pay within an organisation.

2.3 The gender pay gap is not the same as equal pay. The NHS has a national pay structure, job evaluation system and contractual terms and conditions for medical and non-medical staff which have been developed in partnership with trade unions. This national framework provides a robust set of arrangements for pay determination.

2.4 The Gender Pay reporting requirements have been introduced to make the differences in pay between men and women more transparent across all industry sectors, enabling employers to consider the reasons for any differences and to take any corresponding action.

3. Requirements

The report is based on earnings as at 31 March 2018 and provides analysis on the following:

- Mean pay gap – the difference between the mean (average hourly earnings, excluding overtime) of men and women employees
- Median pay gap – the difference between the median (the difference between the midpoints of hourly rates of earnings, excluding overtime) of men and women employees
- Pay distribution by gender – the proportion of men and women employees in the lower, lower middle, upper middle and upper quartile pay bands
- Mean bonus gap – the difference between the mean bonus paid to men and women employees (bonus pay exclusively made up of local and national Consultant clinical excellence awards and discretionary points)



4. Gender Profile by Staff Group



This report is based on a gender staff profile of 77% Women and 23% men employees at the Princess Alexandra Hospital as at 31 March 2018 in the following staff groups:

Staff Group	Headcount		%	
	Women	Men	Women	Men
Add Prof Scientific and Technic	72	24	75%	25%
Additional Clinical Services	526	74	88%	12%
Administrative and Clerical	587	136	81%	19%
Allied Health Professionals	104	35	75%	25%

Estates and Ancillary	225	121	65%	35%
Healthcare Scientists	58	29	67%	33%
Medical and Dental	177	288	38%	62%
Nursing and Midwifery Reg	837	71	92%	8%

5. Mean and Median Ordinary pay gap



Mean Avg Hourly Rate		
£22.32		£15.80
	29% Difference ↔ from 2017	



Median Avg Hourly Rate		
£17.99		£13.85
	23% Difference ↑ 4% from 2017	

In aggregate the mean gender pay gap indicates that women earned 29% less than men no change from 2017 report whilst the median pay gap indicates for the reporting period that women earn 23% less than men an increase of 4% from the 2017 report.

6. Mean and Median Bonus pay gap

At The Princess Alexandra Hospital NHS Trust, the only staff group in receipt of bonuses during the reporting period were consultants in accordance with the NHS national terms and conditions for medical staff. Bonus pay is exclusively made up of local and national Consultants Clinical Excellence Awards and discretionary points. In section 4 of this report, the gender breakdown for medical staff shows that this is the only staff group which employs more men (62%) than women (38%). The mean and median difference in bonus payments for medical staff during the reporting period is as follows:

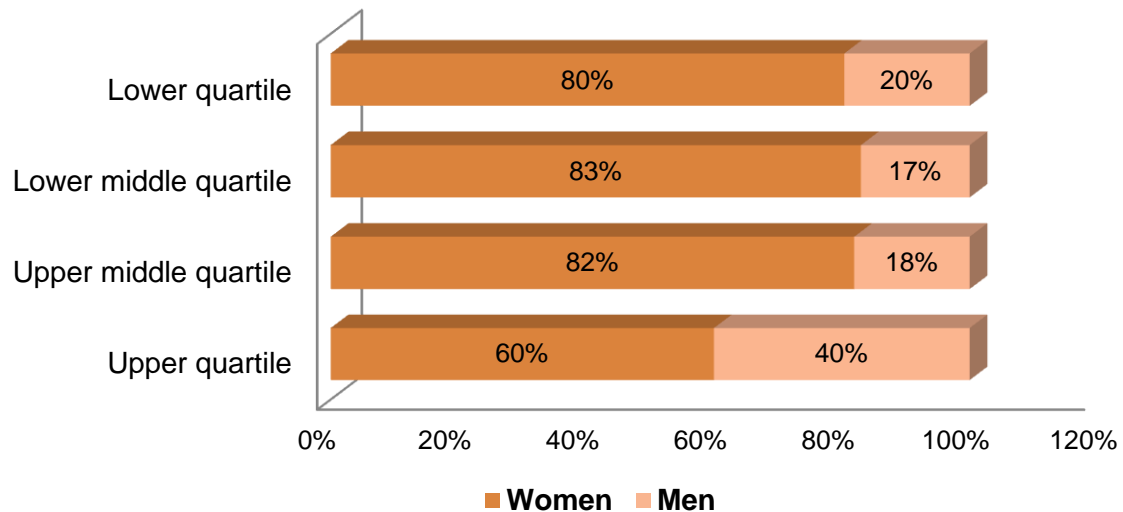
Mean Avg Bonus Payment		
£13,032.16		£9,418.75
	28% Difference ↓ 4.9% from 2017	

Median Avg Bonus Payment		
£9,417.50		£7,535.52
	20% Difference ↓ 13.3% from 2017	

In aggregate women average mean bonus payment were 28% lower than men a decrease of 4.9% from 2017 whilst women average median bonus payment were 20% less than men a decrease of 13.3% from 2017.

7. Pay distribution by gender

The table below shows the proportion of men and women employees in each quartile (the lower being lowest paid and upper being the highest paid staff). Quartiles are calculated by ranking the pay for each employee from lowest to highest.



8. What are we doing about it?

The Equality and Inclusion Steering Group recommend the following:

- Review flexible working policy across all areas
- Raising awareness on shared parental leave
- Unconscious bias training
- Consultants Clinical Excellence Awards (previously EBA cycles are carried out once a year)
- Ensure Consultants clinical excellence awards decision panel is gender equitable
- Widely publicising the Consultants Clinical Excellence awards cycle with additional workshops

The Equality and Inclusion Steering Group will monitor delivery of these actions