






Trust board – 2 April 2020

Agenda item:	5.3								
Presented by:	Ogechi Emeadi - director of people, organisational development and communications								
Prepared by:	Nathaniel Williams, people information and systems lead								
Date prepared:	28.03.2020								
Subject/title:	Gender pay gap reporting 2020								
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 NHS Trust gender pay gap as at 31 March 2019 snapshot date report average mean hourly rate of 28% lower for women (29% in 2018) and average median hourly rate of 22% lower for women (a decrease from 2018). If we exclude medical and dental staff group, the mean pay gap is 0.61%.</p> <p>Bonuses (consultants' clinical excellence awards) were paid to more men than women consultants. Mean average bonus payment is 16% lower for women (12% decrease from 2018) and median average bonus payment is 34% lower for women (14% increase from 2018). The four pay quartiles show more women than men in each of the quartiles with a 3% increase in the upper quartile for women compared to the 2018 position.</p>								
Recommendation:	The report is presented to the Board for retrospective approval following approval at workforce committee on 23 March 2020.								
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		X				

Previously considered by:	WFC.23.03.20
Risk/links with the BAF:	BAF Risk 2.1 Workforce Capacity
Legislation, regulatory, equality, diversity and dignity	The trust is required by law to publish the gender pay gap report by 30 March 2020.



Appendices:	N/A
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1. Introduction

The gender pay reporting legislation requires all organisations employing more than 250 people to measure and publish their gender pay information both on our website and the government's by 30 March 2020, based on earnings as at 31 March 2019 on our gender profile of 78% women and 22% men employees at The Princess Alexandra Hospital NHS Trust.

2. Background and 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 2019 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
- 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)
- Pay distribution by gender – the proportion of men and women employees in the lower, lower middle, upper middle and upper quartile pay bands



4. Gender profile by staff group

This report is based on a gender staff profile of 78% women and 22% men employees at The Princess Alexandra Hospital as at 31 March 2019 in the following staff groups:

Staff group	Women	Men
Add professional scientific and technical	81%	19%
Additional clinical services	89%	11%
Administrative and clerical	81%	19%
Allied health professionals	75%	25%
Estates and ancillary	67%	33%
Healthcare scientists	64%	36%
Medical and dental	40%	60%
Nursing and midwifery registered	92%	8%

5. Mean and median ordinary pay gap



Mean Avg Hourly Rate		
£22.56		£16.17
	28% Difference 0.9%↓ from 2018	



Median Avg Hourly Rate		
£17.84		£13.99
	22% Difference 1.5%↓ from 2018	

In aggregate the mean gender pay gap indicates that women earned 28% less than men, a slight decrease from the 2018 report whilst the median pay gap indicates for the reporting period that women earn 22% less than men a decrease of 1.5% from the 2018 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 (60%) than women (40%). The mean and median difference in bonus payments for medical staff during the reporting period is as follows:

Mean Avg Bonus Payment		
£13,196.72		£11,038.61
	16% Difference ↓ 11% from 2018	

Median Avg Bonus Payment		
£10,166.82		£6,660.33
	34% Difference ↑15% from 2018	

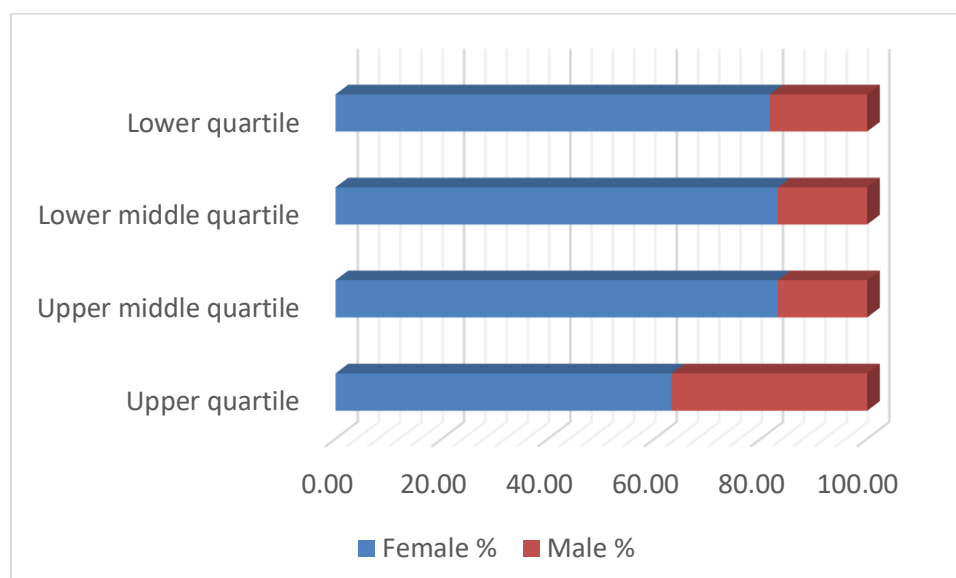
Analysis shows that women average mean bonus pay difference reduced significantly by 11% from 2018 but the median pay difference has increased by 15% from 2018. The mean pay reduction is due to a widely publicised EBA (employee based award) rounds with workshops aimed at women colleagues to support them to apply. As a result of these interventions, the below table shows the proportion of women who were awarded CEAs in 2019 is higher compared to the 2018 position.

Total relevant consultants			Total relevant employees		
Gender	Mar-18	Mar-19	Gender	Mar-18	Mar-19
Female	31.95%	29.82%	Female	0.62%	0.63%
Male	68.05%	40.74%	Male	5.91%	5.80%

The increase in the median pay variance reflects the overall distribution of those awarded a CEA as it will take longer for the newly awarded consultants to progress up the CEA scale.

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, diversity and inclusion steering group recommend the following:

- Review and encourage flexible working arrangements where practicable across all areas
- Raising awareness on shared parental leave
- Consider reviewing the impact of unconscious bias training
- Continue to deliver workshops on consultants' clinical excellence awards
- Consider how to support consultant recruitment to encourage gender balance

The equality, diversity and inclusion steering group will monitor delivery of these actions.

9. Recommendation:

The board is asked to retrospectively approve the report for publication following approval by the workforce committee on 23 March 2020.

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