

People Committee - 22 January 2024

Agenda item: Presented by: Prepared by: Date prepared: Subject:	2.12 Denise Amoss, Associate Director of Organisational Development & Learning (Interim) Nathaniel Williams, People Information and Systems Lead; Monika Kalyan, Head of Equality, Diversity & Inclusion 20 December 2023 Gender Pay Gap Reporting 2023				
Purpose:	Approval		Decision		Information x Assurance
Key issues: please don't expand this cell; additional information should be included in the main body of the report	Under the Equality Act 2010, the Princess Alexandra Hospital NHS Trust, is required to publish gender pay gap information by 30 th March each year. The gender pay gap is about the difference between men and women's average pay within an organisation. <ul style="list-style-type: none"> The gender pay gap as at 31 March 2023 reports men have higher mean and median average pay than women The difference between mean pay of men and women is 24% and that of median average pay is 13% Whilst medical and dental staff are separated from Agenda for Change staff and very senior managers, the mean gap is that women earn 1% less than men and the median gap is in favour for women earning 7% more than men The medical and dental mean and median pay gap is 18% and 20% in favour for men. 				
Recommendation:	For information and discussion				
Trust strategic objectives: please indicate which of the five Ps is relevant to the subject of the report	 Patients	 People	 Performance	 Places	 Pounds
	x	x	x	x	x
Previously considered by:					
Risk / links with the BAF:	2.1 Workforce capacity 2.3 Internal engagement 2.4 Workforce capabilities				
Legislation, regulatory, equality, diversity and dignity implications:	The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017 requires the Trust to publish its gender pay gap report every year. If we do not report on time or if we provide inaccurate information, we could face legal action from the Equality and Human Rights Commission.				
Appendices:					

1. Introduction

The gender pay reporting legislation requires all organisations employing more than 250 people to measure and publish their gender pay information based on earnings. As at 31 March 2023, our gender profile is 77% women and 23% men.

2. Background & context

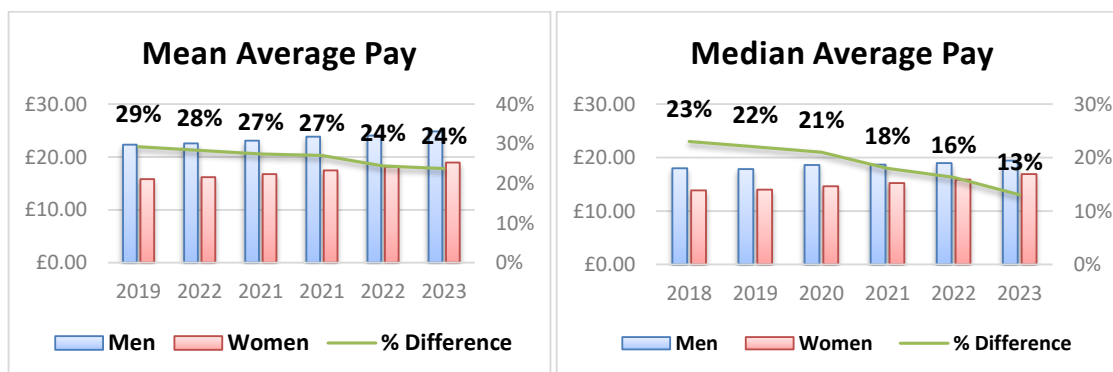
- 2.1 The legislation framework can be referenced to the Equality Act 2010 - Specific Duties and Public Authorities - Regulations 2017.
- 2.2 It is important to note that the gender pay gap reporting legislation is distinct from equal pay. Equal pay is concerned with men and women earning equal pay for the same or similar work. The gender pay gap is about the difference between men and women average pay within an organisation.
- 2.3 The NHS has a national pay structure, job evaluation system and contractual terms and conditions for medical and non-medical staff, which has 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 were introduced to highlight the differences in pay between men and women giving more transparency across all industry sectors. This assists employers to consider the reasons for any differences and to take any corresponding action.

3. Requirements

Information taken as at 31 March 2023 for 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, discretionary points and the welcome bonus for our international Nurses)
- Pay distribution by gender – the proportion of men and women employees in the lower, lower middle, upper middle and upper quartile pay bands

4. Mean and median ordinary pay



The trust mean gender pay gap indicates that women earn 24% less than men for the reporting period compared to 29% in 2018. The median pay gap indicates that women earn 13% less than men, an improvement from the previous reporting periods. The high pay difference is partly due to medical & dental staff being the highest paid staff group.

The tables below give a clear separation of medical and dental staff group when compared to Agenda for Change (AfC) pay bands (including very senior managers - VSM) for this reporting period only.

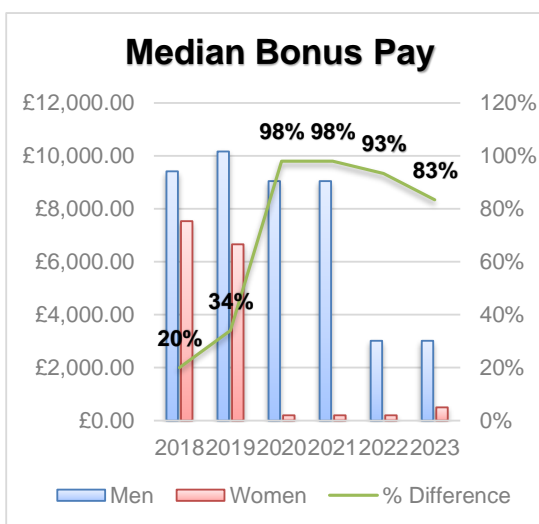
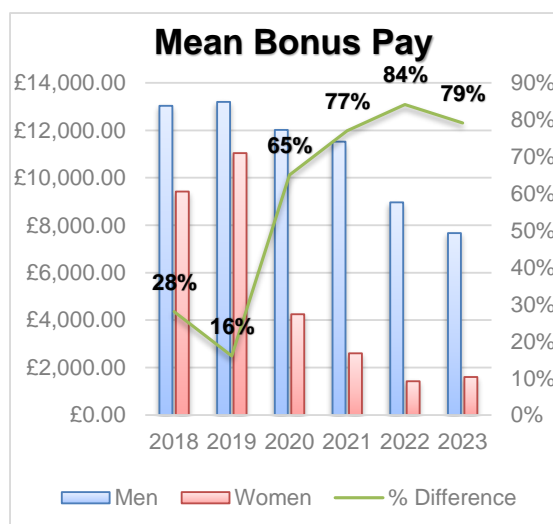
AfC & VSM	Mean Hourly Rate	Median Hourly Rate
Men	£17.99	£15.20
Women	£17.74	£16.29

M&D only	Mean Hourly Rate	Median Hourly Rate
Men	£39.99	£37.14
Women	£32.92	£29.88

The mean pay gap for Agenda for Change pay band including VSM, show the mean hourly rate women earn is 1% less than men and the median pay shows that women earn 7% more than men. Within medical and dental staff, the mean and median pay gap indicates that women earn 18% and 20% less respectively than men.

5. Mean and median bonus pay gap

The Consultant staff group were the only staff group prior to this reporting period in receipt of bonuses (in line with NHS national terms and conditions for medical staff). This reporting period includes a welcome bonus payment for our international nurses. For the purposes of this report, bonuses are exclusively made up of local and national consultant clinical excellence awards, discretionary points and welcome bonus.



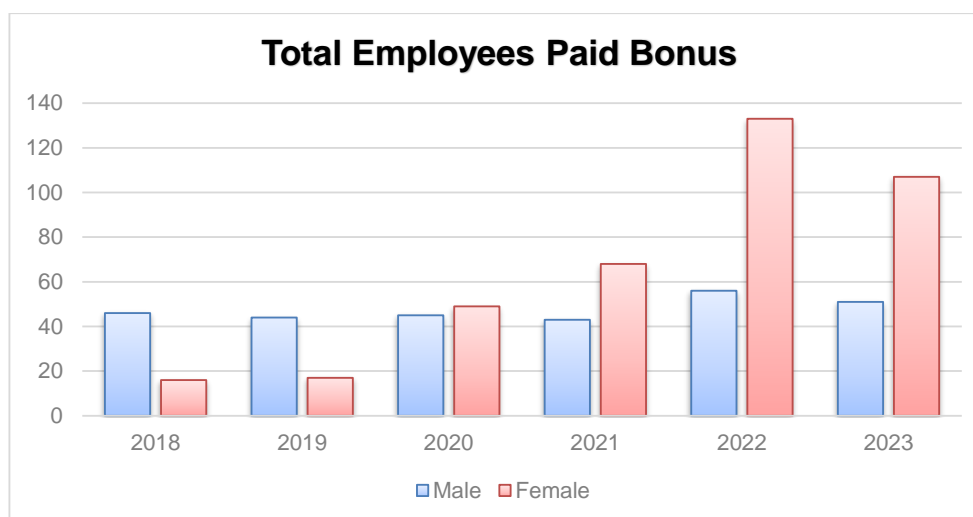
The tables below give a clear separation of the bonus paid to consultants and the welcome bonus paid to our international nurses for this reporting period.

M&D only	Mean Bonus Payment	Median Bonus Payment
Men	£11,271.88	£9,550.65
Women	£10,174.27	£7,076.26

International Nurses	Mean Bonus Payment	Median Bonus Payment
Men	£458.82	£500.00
Women	£419.15	£500.00

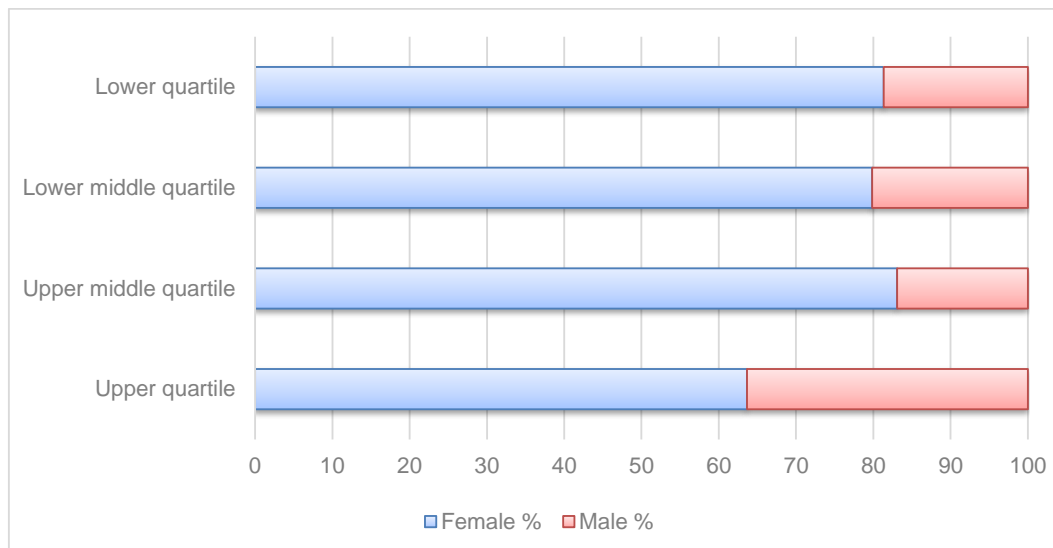
6. Total Employees paid bonus

The chart shows more women received the bonus payment in this reporting period than men. This is due to the ninety-four international staff who were women that received between £200 - £500 welcome bonus compared to only seventeen men who received between £200 - £500 welcome bonus.



7. Pay distribution by gender

The chart shows the proportion of men and women employees in each quartile. Employees are allocated into each quartile based on their hourly rate of pay. Lower quartile is our lowest pay quartile and upper quartile is our highest pay quartile.



8. Progress

The Trust has already carried out a number of actions that form part of our commitment to address the gender pay gap. These actions are outlined below. 2022-2023 actions:

Action 1: Continue to promote and encourage flexible working arrangements where practicable across all areas

Health and wellbeing integrated into our new appraisal framework launched in 2023 encouraging line managers to have regular conversations about wellbeing with their direct reports. Specific prompts in the appraisal template regarding working patterns and adjustments and health and wellbeing resources available and how to access them.

PAHT has signed up to the Essex Family-Friendly Employers Charter. The Charter is a set of minimum principles that employers in Essex should meet to be deemed family-friendly. The charter sets out how employers can help parents and carers manage their work and caring commitments.

PAHT has a clear Flexible Working Policy & Procedure with different working options outlined on both AlexNet and our Recruitment site <https://www.pah.nhs.uk/agile-working>.

Other key activity:

- SHAW plan designed with staff, launched in 2023
- Staff health and wellbeing newsletter produced monthly with signposting to national support i.e. national obesity support programme for NHS staff.
- Self-referrals promoted to support long term conditions and to support and develop management plans.
- Health and wellbeing champions
- Health and wellbeing Guardian – Non-Exec Director
- Health lifestyles are encouraged with discounted gym memberships and access to fitness apps/online classes.
- Physiotherapy services are in place to support with MSK.
- Psychological support services - Here for you
- Employee Assistance programme 24/7
- Occupational health services
- Mental health first aiders (MHFA)

PAHT's other certification / accreditation badges

- NHS Pastoral Care Quality Award
- Apprenticeships
- Menopause Friendly
- Disability confident scheme level 2
- NHS Rainbow badge
- Stonewall Diversity Champions
- Happy to Talk Flexible Working
- Armed Forces Covenant

Action 2: Raising awareness on shared parental leave

Shared Parental Leave policy launched in 2022.

Action 3: Promote guidance to help support any staff members experiencing menopausal symptoms, encourage open conversations and create a better working environment

We are proud to be an independently accredited menopause friendly employer. We have a Menopause Policy for our people as well as training for all staff, supervisors and managers. We also have Menopause Advocates within the trust. There is also Line Manager Guide.

Menopause awareness training sessions. Our staff health and wellbeing (SHaW) team have arranged menopause awareness training sessions to open up the conversation, to help people understand what the menopause is and why we need to talk about it. The training covers the signs and symptoms and how to support people going through the menopause. There are sessions specifically for those that manage people and general sessions open to all staff.

Training delivered so far:

Menopause awareness – managers' sessions

6 September, 1pm to 2pm

1 November, 1pm to 2pm

Menopause awareness - all staff sessions

4 October, 1pm to 2pm

6 December, 1pm to 2pm

Action 4: Establish a women's network

Invitation to participate in a new network for women included in internal communication channels (October and December 2023) meeting dates to be set for 2024.

9. Next steps and actions for 2024

PAHT will continue to build on previous actions (outlined in section 8) and work with staff to develop more specific focus. This will enable tailored actions to be put in place for 2024/25 to deliver change and a reduction in the gender pay gap.

Action	Lead	Timescale	Outcome/impact
Implement the Mend the Gap review recommendations for medical staff and develop a plan to apply those recommendations to senior non-medical workforce	Medical workforce leads EDI lead for non-medical workforce	March 2024	Improvement in specific areas Monitoring key indicators on a regular basis
Further advertise flexible working options	People team	March 2024	Improve awareness of flexible working

on PAHT's recruitment campaigns			
Compare PAHT gender pay gap metrics against other appropriate NHS Trusts	People information	November 2024	Introducing greater levels of transparency around gender pay gap
Establish women's staff network and development of a detailed gender pay action plan in liaison with the network	EDI lead	March 2024	Enabling the development of a robust and detailed gender pay gap action plan
Review shared parental policy with staff network for any underlying impact on the gender pay gap	People team with EDI lead	October 2024	Understanding the impact of the current shared parental policy will enable the policy to be improved to eliminate any negative impact

Our success metric is year-on-year reduction in the gender pay gap.

Note: this report will be presented to the EDI steering group 23 February 2024.

10. Recommendations

The Committee is asked to note the gender pay gap data including the publication date of this data and continue to support ongoing actions to address the gender pay gap