

Equality Diversity and Inclusion Implementation Committee

8th May 2018

Gender Pay Gap Reporting

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Date of Report:	February 2018	
To provide a statutory report on gender pay gap information in relation to BTH staff.		
1 <input type="checkbox"/>	2 <input checked="" type="checkbox"/>	3 <input type="checkbox"/>
For Information	For Discussion	For Approval
Recommendations:		
Sensitivity Level:		
1 <input type="checkbox"/>	2 <input checked="" type="checkbox"/>	3 <input type="checkbox"/>
Not sensitive: For immediate publication	Sensitive in part: Consider redaction prior to release	Wholly sensitive: Consider applicable exemption

* Bonus relates to Consultants' Clinical Excellence Awards

Purpose of paper

To provide a statutory report on gender pay gap information in relation to Blackpool Teaching Hospitals staff (BTH).

Background

The Government introduced legislation that made it a statutory requirement for public organisations to report annually on their gender pay gap. As a public sector organisation the Trust is covered by the Equality Act 2010 (Specific Duties and Public Authorities) Regulation 2017, which came into force on 31 March 2017, and as such the Trust has to publish their gender pay gap data by 30 March 2018 then annually. The data must include mean and median gender pay gaps; the mean and median gender bonus gaps; the proportion of men and women who received bonuses; and the proportions of male and female employees in each pay quartile.

Gender pay gap reports will be published on the Trust's website which will continue on an annual basis for three years in order to show any progress made.

The gender pay gap shows the difference in average pay between all men and women in the workforce. The gender pay gap is different from 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.

Current position

Salaries at BTH are decided through the Agenda for Change (AfC) job evaluation scheme. The AfC process evaluates the job and not the post holder and makes no reference to gender or any other personal characteristics of existing or potential job holders. The data presented below is a snapshot as at the 31 March 2017

Actions

- To review and, where appropriate, continue with existing recommendations or to agree new ones when identified or necessary.
- To create an action plan if/when identified

Recommendations

The Committee is asked to:

- Note the content of this report
- Receive an update on any action plan created
- Receive a further report in February 2019

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Number of Staff by Pay Grade			
Band	Female	Male	Total Number of Employees
Apprentice	13	3	16
Band 1	50	44	94
Band 2	1245	283	1528
Band 3	532	107	639
Band 4	439	76	515
Band 5	1353	192	1545
Band 6	916	136	1052
Band 7	546	106	652
Band 8a	148	47	195
Band 8b	34	19	53
Band 8c	15	8	23
Band 8d	4	6	10
Band 9*	4	3	7
Medical & Dental	114	284	398
Trust Board	5	2	7
Non-Executives	2	6	8
Grand Total	5418	1316	6734

Table 1 Breakdown of Females and Males by pay band 31 March 2017

1. Quarterly analysis of Hourly Pay Rates

Group	Quartile 1	Quartile 2	Quartile 3	Quartile 4	Trust
Males	324	286	250	456	1316
Females	1351	1404	1434	1229	5418
Total	1675	1690	1684	1685	6734
Male %	19.34	16.92	14.85	27.06	19.5%
Female %	80.66	83.08	85.15	72.94	80.5%

In order to create the quartile information all staff are sorted by their hourly rate of pay, then this is split into four equal parts. When reviewing the quartile information it is important to take into account the types of roles available within the organisation and the different gender splits that will occur within specific roles.

There is a higher number of females in the lower quartile; included in this are admin and ancillary staff groups that have a higher proportion of female staff which is reflected in the calculation. The lower middle and upper middle quartiles are representative of the Trust as a whole with approximately 2% variance.

The upper quartile has a higher proportion of female staff. The variance in the upper quartile is mainly due to different gender splits in medical staffing and managerial roles, countered by a greater proportion of female staff in the scientific and nursing groups.

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2. Average gender pay gap as a mean average

	Male (Agenda for Change)	Female (Agenda for Change)	Diff	Pay Gap %
Mean Hourly rate	£19.0897	£14.1438	£4.9460	25.9091

The mean or average, hourly rate of pay is calculated on a specific pay period 31 March 2017. The hourly rate is calculated for each employee on 'ordinary pay' which includes basic pay, allowances and shift premium pay. This calculation is based on the average hourly rate of 5418 female staff compared to 1316 of male staff; the average is calculated over different numbers of staff (there are just over 4 times more female staff) so a variance is to be expected.

3. Average gender pay gap as a median average

	Male (Agenda for Change)	Female (Agenda for Change)	Diff	Pay Gap %
Median Hourly rate	£13.7395	£13.0598	£0.6797	4.9470

The median, or mid-point, hourly rate of pay is calculated from a specific pay period 31 March 2017. The median rate is calculated by selecting the average hourly rate at the mid-point for each gender group. The variance for the median hourly rate of pay is just under 5%. This is more indicative than the average hourly rate of pay as it is not impacted as much by the female to male ratio.

Medical Staff

Count of Employee Number		
Staff Group	Gender	Total
Medical and Dental	Female	122
	Male	296
Medical and Dental Total		418
Grand Total		418

Table 2 Medical and Dental Staff only

As an NHS organisation the only pay elements that fall under the bonus pay criteria are distinction awards (Staff grad and associate specialist) and clinical excellence awards (consultants) which are only applicable to certain groups of medical staff. This group has a significantly different gender split compared to the Trust as a whole with just under 2.3 times more males than females.

4. Average bonus* gender pay gap as a mean average

	Male Medical	Female Medical	Diff	Pay Gap %
Mean bonus payment	£11,880.62	£10,664.38	1,216.24	10.24

The percentage variance for the bonus hourly rate of pay is just over 10%. The staff group identified in this section has 418 staff (table 2) that is predominantly male, therefore shows a higher bonus figure for males

* Bonus relates to Consultants' Clinical Excellence Awards

5. Bonus pay elements used in this calculation are awarded as a result of recognition of excellent practice over and above contractual requirements and have no gender bias. As such the relevance of this indicator is less significant for our organisation.

5. Average bonus* gender pay gap as a median average

	Male Medical	Female Medical	Diff	Pay Gap %
Median bonus payment	£8,950.75	£7,832.22	£1,118.53	12.50

The percentage variance for the median bonus hourly rate of pay is 12.5%. The staff group identified in this section has 418 staff that is predominantly male. As with the mean bonus hourly rate bonus pay is as a result of recognition of excellent practice over and above contractual requirements and has no gender bias.

Summary of Results

For the majority of staff at Blackpool Teaching Hospital salaries are determined through a job evaluation scheme called Agenda for Change (AfC), as are all NHS Trusts. Job evaluation process evaluates the job and not the post holder and makes no reference to gender, or any other protected characteristic, of existing or potential job holders.

In section 3, 4 and 5 the report shows that the Trust is below the 14% national average and monitoring these areas is required in future years to ensure we remain below this national average.

However, an area of concern is section 2 'Average gender pay gap as a mean average', which shows a gender pay gap difference of just below 26%. In comparison the 'Average gender pay gap as a median average' shows a difference of just below 5%; which as stated above is more indicative than the average hourly rate of pay as it is not impacted as much by the female to male ratio.

Further investigation is required around the 'Average gender pay gap as a mean average' to identify if there are any major issues or challenges between the pay for males and females, and if so why this has occurred.

Once any issue(s) has been clarified steps will be taken to resolve the matter, for example re-evaluating jobs to eliminate any pay gap(s). An action plan, along with a relevant and appropriate timeframe, will be put in place to show the action being taken to ensure any gender pay gap is closed.

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