

Gender Pay Gap Report

As at 31st March 2023



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Introduction

- Government legislation means employers with 250 or more employees are required to publish their figures comparing men and women's average pay across the organisation.
- The gender pay gap is the difference between the average earnings of men and women.
- The first report was published in March 2018, which provided gender pay data as at 31st March 2017
- The gender pay gap report must include:
 - Mean gender pay gap
 - Median gender pay gap
 - Mean bonus gender pay gap
 - Median bonus gender pay gap
 - Proportion of men in the organisation receiving a bonus payment
 - Proportion of women the organisation receiving a bonus payment
 - Proportion of men and women in each quartile pay band
- This year we are reporting on gender pay data as at 31st March 2023

Definitions & Scope

- **Mean**

The mean hourly rate is the average hourly wage across the entire organisation, so the mean gender pay gap is a measure of the difference between women's mean hourly wage and men's mean hourly wage.

- **Median**

The median hourly rate is calculated by ranking all employees from the highest paid to the lowest paid, and taking the hourly wage of the person in the middle; so, the median gender pay gap is the difference between women's median hourly wage (the middle-paid woman) and men's median hourly wage (the middle-paid man).

- **Pay Quartiles**

Pay quartiles are calculated by splitting all employees in an organisation into four even groups according to their level of pay. Looking at the proportion of women in each quartile gives an indication of women's representation at different levels of the organisation.

- This report is based on pay rates as at 31st March 2023 and covers any bonuses paid within the year 1st April 2022 to 31st March 2023.
- It covers all employees under contract to Royal Papworth Hospital, including Agenda for Change and Medical terms and conditions. It includes those employed under Temporary Staffing but does not include Non-Exec Directors or staff working in hosted organisations (e.g. EAHSN).
- All data has been collated from the Electronic Staff Record (ESR) system.

Median & Mean

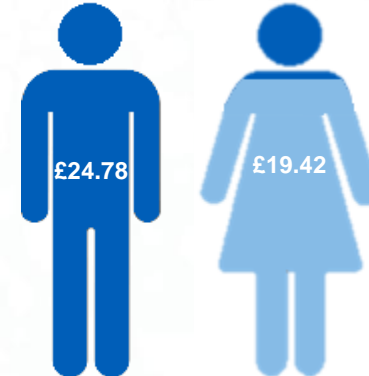
MEDIAN GENDER PAY GAP AT RPH

- The median hourly wage for men is £20.02
- The median hourly wage for women is £17.80
- This equates to a £2.22 difference
- The median hourly rate is 11.07% lower for women than it is for men
- This means that for every £1 earned by men, women earn 89p



MEAN GENDER PAY GAP AT RPH

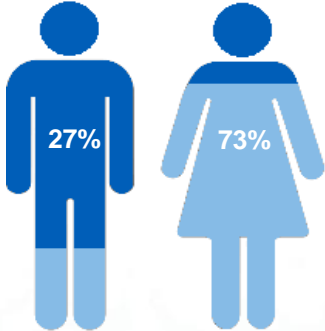
- The mean hourly rate for men is £24.78
- The mean hourly rate for women is £19.42
- This is a difference of £5.37 in the average hourly rates between men and women
- When comparing mean hourly wages, women's mean hourly wage is 21.66% lower than men's
- This means that for every £1 earned by men, women earn 78p



Pay Quartiles

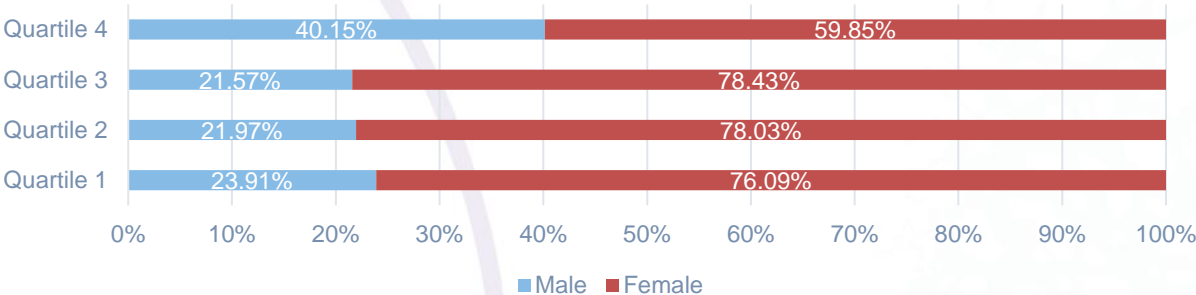
- The gender profile of Royal Papworth is 73% female to 27% male, which is a common workforce profile across NHS Trusts
- The Trust employ significantly more women in Quartiles 1, 2 and 3, (accounting for 76-79% of the total), however there is a smaller proportion within the top quartile (4) at 60%
- The profile of our medical staff is different from non-medical staff. There are 116 consultant medical staff of which 38 (33%) are female and 78 (67%) male. All consultants fall into Q4.
- There are 129 junior doctors, with 84 (65%) being male, and 45 (35%) being female.

Trust Gender Profile



- **First quartile:** the lowest 25% of hourly rates/salary.
- **Second quartile:** between 26% and 50% of hourly rates/salary
- **Third quartile:** 51% to 75% of hourly rates/salary
- **Fourth quartile:** the highest 25% of hourly rates/salary.

Gender Pay - Ordinary Pay Comparison by Quartile



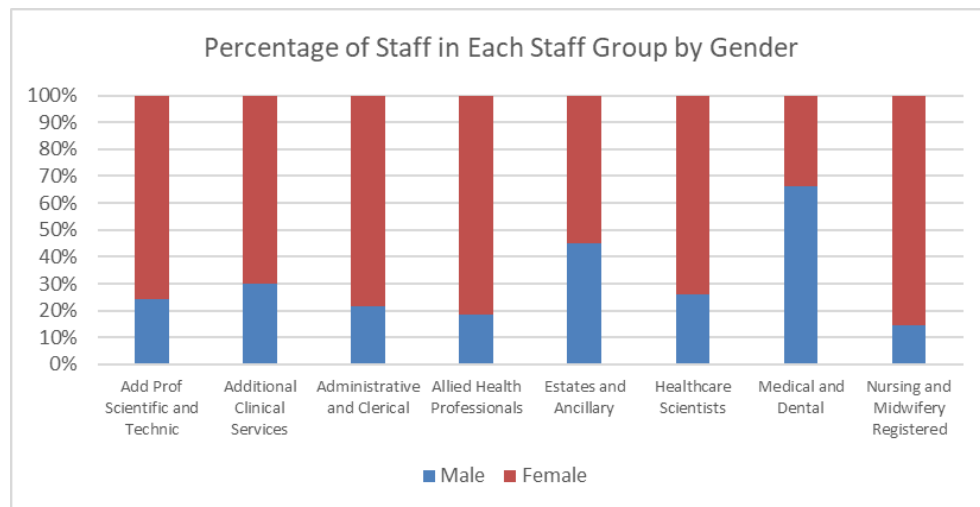
Staff Group Breakdown



Royal Papworth Hospital
NHS Foundation Trust

Staff Group	MEAN				MEDIAN			
	Male	Female	Difference	Pay Gap	Male	Female	Difference	Pay Gap
Add Prof Scientific and Technic	£21.94	£20.16	1.78	8.12%	£21.76	£18.46	3.30	15.17%
Additional Clinical Services	£13.31	£12.93	0.37	2.82%	£12.98	£12.34	0.64	4.92%
Administrative and Clerical	£18.86	£15.91	2.95	15.64%	£16.66	£12.98	3.68	22.10%
Allied Health Professionals	£21.57	£22.03	-0.46	-2.13%	£21.37	£21.32	0.05	0.22%
Estates and Ancillary	£12.26	£12.87	-0.61	-4.99%	£11.94	£12.26	-0.32	-2.70%
Healthcare Scientists	£23.33	£22.48	0.85	3.65%	£23.49	£23.26	0.22	0.95%
Medical and Dental	£42.12	£38.88	3.24	7.70%	£36.20	£33.21	2.99	8.27%
Nursing and Midwifery Registered	£21.13	£21.31	-0.17	-0.82%	£20.10	£20.21	-0.11	-0.55%
TOTAL	£24.78	£19.42	5.37	21.66%	£20.02	£17.80	2.22	11.07%

- The Staff Group by Gender graph –shows that RPH have more Female staff in each Staff group, which aligns with the overall Trust profile - with the exception of Medical, which has more male.
- The above shows that despite their being more Female Staff in Add Prof, Additional Clinical and Healthcare Scientist Staff groups, Male staff earn more than Female in both Mean and Median. Nursing, AHP and Estates all have more female staff, however female staff earn on average more than men in these staff groups. Admin is showing the biggest GPG between male and female of all staff groups.



Gender Pay Gap Bonus Pay



Royal Papworth Hospital
NHS Foundation Trust

- For the purposes of the gender pay gap audit, bonus pay is classed as any rewards that relate to profit-sharing, productivity, performance, incentive and commission that were actually paid within the reporting period. In RPH the only payment that qualifies as a bonus payment is the Clinical Excellence Award that applies to substantive consultant medical staff with more than 12 months service. There are two schemes, local and national, and they are part of the medical terms and conditions of service.
- The awards recognise the high quality of clinical practice, leadership, research and innovation, and teaching undertaken by eligible doctors and dentists in the NHS in England and Wales. They specifically recognise the dissemination and implementation of that work and its impact on the wider NHS and on public health.
- Local CEA schemes- are managed by individual employers in England. For the last 2 years the local scheme has been based on equal distribution of the funding pot to all eligible consultants (eligibility is based on having one years-service as of 1 April and not having a National Awards).
- The National Clinical Impact Awards [NCIAs], previously the National Clinical Excellence Awards, are prestigious awards, granted to some of the NHS' most senior clinicians via an annual competition. The awards seek to recognise the unique and specialised role that NHS consultant doctors, dentists and academic GPs play and the impact of their work on the NHS at a national level.

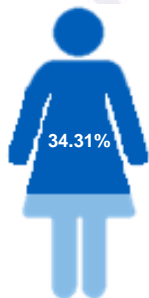
The awards are scored in 5 domains:

1. Service delivery and development.
2. Leadership.
3. Education, training and people development.
4. Innovation and research.
5. Additional national impact.

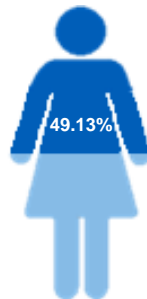
Gender Pay Gap Bonus Pay

- At Royal Papworth Hospital, the women's median bonus pay is 34.31% lower than men's.
- When comparing the mean bonus pay gap, women's mean bonus pay is 49.13% lower than men's

MEDIAN BONUS GENDER PAY GAP



MEAN BONUS GENDER PAY GAP



**Who received bonus pay at Royal
Papworth Hospital:**
11.08% of men
1.97% of women

Comparison to Previous Years

ORDINARY PAY			
MEAN		MEDIAN	
Year	Pay Gap %	Year	Pay Gap %
2017	28.79%	2017	9.94%
2018	25.96%	2018	10.25%
2019	25.02%	2019	7.84%
2020	25.03%	2020	7.42%
2020	25.03%	2020	7.42%
2022	25.21%	2022	17.22%
2023	21.66%	2023	11.07%

BONUS PAY			
MEAN		MEDIAN	
Year	Pay Gap %	Year	Pay Gap %
2017	45.01%	2017	67.96%
2018	46.21%	2018	78.86%
2019	42.51%	2019	66.67%
2020	47.77%	2020	72.72%
2021	59.52%	2021	62.50%
2022	61.58%	2022	80.00%
2023	49.13%	2023	34.31%

- The decrease in both Ordinary Mean and Median Pay may be explained by the increase in the number of females in the top quartile. In 2022 we had 303 females in the top quartile. In 2023, we have 319 females in the top quartile.

- At RPH as of 6th March 2023 we have 112 substantive consultants, and 4 Locum Consultants on fixed term contracts.
 - Of these 112 consultants 42 identify as female, 70 as male.
 - Of these 112 consultants 30 hold pre-2020 Local Clinical Excellence Awards.
 - Of the 42 female consultants 9 hold a Local CE Award.
 - Of the 70 male consultants 21 hold a Local CE Award.
 - Of these 112 consultants 16 consultants hold National CE Awards.
 - Of the 42 female consultants 1 hold a National CE Award.
 - Of the 70 male consultants 15 hold a National CE Award.

Reducing the Gender Pay Gap

Our Action Plan 24/25



Royal Papworth Hospital

NHS Foundation Trust

Gender pay gap actions 24/25

Flexible Working/Working Carer	Career Progression/Training and Development	Clinical Excellence Awards
<p>Review how the flexible working policy is understood and applied within the Senior Medical workforce.</p> <p>Using the outputs of the review consider whether any adjustments are need to the current procedure and processes, specific training for medical staff and communication regarding flexible working options.</p>	<p>Deliver the Recruitment Audit Framework, to identify, from start to finish any disparities in recruitment for all protected characteristics.</p>	<p>Medical Director to continue to positively encourage and support consultant staff to make applications for national Clinical Excellence Awards. Proactively ensuring that all female consultants who potentially meet the criteria are encouraged to consider applying. .</p>
<p>Consider how RPH recruitment team word our advertisements when recruiting for posts, making sure these align with our flexible working policy, and new national regulations.</p>	<p>Commit to continued support of the System Springboard training Programme for women.</p>	