

Agenda item

Report to:	Management Executive	15 th March 2019
Report from:	Head of Workforce Information	
Principal Objective/ Strategy and Title	WORKFORCE:	
Board Assurance Framework Entries	GENDER PAY REPORTING	
Regulatory Requirement	None	
Equality Considerations	None believed to apply	
Key Risks		
For:	Information	

1. Purpose

The purpose of this paper is to inform the Management Executive of the requirement for gender pay reporting, and the results which will be published for Papworth Hospital for the year 2018.

This is the second year of reporting, and the published results for 2017 are shown in the appendix for reference. These must be uploaded **by 31st March 2019** to comply with legislative requirements.

2. What is the gender pay gap?

The gender pay gap shows the difference between the average (mean or median) earnings of men and women. This is expressed as a percentage of men's earnings e.g. women earn 15% less than men. The gender pay gap differs from equal pay. Equal pay deals with the pay differences between men and women who carry out work of equal value. It is unlawful to pay people unequally because they are a man or woman undertaking the same role.

If a workplace has a particularly high gender pay gap there may be a number of issues to deal with, and the underlying causes should be investigated to take steps to reduce the gap, and ensure that the organisation can demonstrate that it is a fair and progressive employer.

3. Reporting Requirements

There gender pay gap reporting requirements, are for the following categories

- Ordinary pay- Mean pay gap %
- Ordinary pay- Median pay gap %
- Ordinary pay -The proportion of males and females in each quartile pay band
- Bonus pay- Mean pay gap %
- Bonus pay- Median pay gap %
- Bonus pay- The proportion of males and females receiving a bonus payment

Employees included in the report for ordinary pay are "Full Pay relevant employees"- this is anyone who is employed on the snapshot date (31/3/2018) who is paid their usual full basic pay during the relevant pay period, plus relevant bank workers. Bank workers who are working in the relevant pay period will be included and their 'weekly working hours' will be the average of the 12 weeks ending with the last complete week in the relevant pay period.

Employees included in the bonus report will be the full list of staff employed on the snapshot date (31/3/2017) and their bonus pay over the 12 month period ending 31/3/2018. Therefore staff not paid their full basic pay during the relevant pay period will be included in the bonus pay calculation

Bonus pay- this is payment above ordinary pay, in our reports this is clinical excellence awards.

4. The calculations

The central ESR team has developed a standard reporting suite, in business intelligence (BI), to enable organisations to report against the gender pay gap requirements. The standard reports have been set with national defaults and are designed to provide the results for all of the calculations required. However, the dashboards have been made as flexible as possible to allow for enable organisations to apply any local variation required, as working practices and pay processes can differ between organisations.

The results for Papworth have been obtained using the standard reporting suite in ESR BI.

- **Ordinary pay- Mean pay gap%**

The mean pay gap is the % difference between the mean (average) hourly rate for males and average hourly rate for females.

e.g. If the average hourly rate for males is £11 and females is £9.50 the gender pay gap will be the difference in pay (£1.50) as a percentage of £11- therefore 13.6%

- **Ordinary pay-Median pay gap %**

The mean pay gap will be the difference in the middle values of the pay rates for males and females

e.g. If the Median hourly rate for full pay relevant males is £10.50 and for full pay relevant females is £9.50 the median pay gap will be the difference (£1) as a percentage of £10.50, therefore 9.5%

- **The proportion of males and females in each quartile pay band**

The proportion is calculated by sorting all employees by hourly rate, splitting this into 4 equal parts, then calculating the proportion of males and females in each of the quartiles.

- **Bonus pay- Mean and median pay gap %**

The bonus pay gap calculations apply the same principles for mean and median pay

The proportion of males and females receiving a bonus payment is the proportion by gender who received a payment of the total relevant employees for that gender, *e.g. if the number of males receiving a bonus was 10 and the total relevant males were 500 the proportion would be 2%*

5 Papworth Gender Pay results

Ordinary pay

Mean pay gap	25.96%	
Median pay gap	10.25%	
	MALE	FEMALE
Quartile 4 (highest)	40.42%	59.58%
Quartile 3	18.38%	81.62%
Quartile 2	23.79%	76.21%
Quartile 1	25.95%	74.05%

Bonus pay

Mean pay gap	46.21%	
Median pay gap	78.86%	
	MALE	FEMALE
Proportion receiving bonus	7.39%	0.72%

No NHS organisations have published their 2018 results yet. Appendix 1 provides a comparison of some published 2017 rates, together with Papworth results for 2017 and 2018.

Appendix 2 notes the number of staff in post at 31/3/2018 by staff group and gender

6. Action

The results must be published on the website before 31st March 2019

Recommendation:

- To note the results which will be published.

APPENDIX 1

Papworth Hospital NHS FT	ORDINARY PAY										BONUS PAY			
	Mean pay gap %	Median Pay gap %	Quartile 4 (Top quartile)		Quartile 3 (Upper Middle Quartile)		Quartile 2 (lower middle quartile)		Quartile 1 (Lower quartile)		Mean Bonus pay gap %	Median Bonus Pay gap %	Proportion of males and females receiving a bonus payment	
			Men	Women	Men	Women	Men	Women	Men	Women			Men	Women
2017 published	28.79%	9.94%	39.74%	60.26%	14.44%	85.56%	23.25%	76.25%	21.94%	78.06%	45.01%	67.96%	7.89%	0.61%
2018 to be published	25.96%	10.25%	40.42%	59.58%	18.38%	81.62%	23.79%	76.21%	25.95%	74.05%	46.21%	78.86%	7.39%	0.72%

NOTE THAT NO TRUSTS HAVE CURRENTLY REPORTED THEIR 2018 GENDER PAY RESULTS (at 14/3/2019)

GENDER PAY REPORTING 2017 results published

Local and specialist NHS hospitas	ORDINARY PAY										BONUS PAY			
	Mean pay gap %	Median Pay gap %	Quartile 4 (Top quartile)		Quartile 3 (Upper Middle Quartile)		Quartile 2 (lower middle quartile)		Quartile 1 (Lower quartile)		Mean Bonus pay gap %	Median Bonus Pay gap %	Proportion of males and females receiving a bonus payment	
			Men	Women	Men	Women	Men	Women	Men	Women			Men	Women
Basildon Hospital NHS FT	29.70%	15.80%	39.10%	60.90%	18.10%	81.90%	19.50%	80.50%	21.40%	78.60%	9.30%	0.00%	5.90%	0.40%
North West Anglia NHS FT	29.60%	13.90%	31.20%	68.80%	15.50%	84.50%	17.70%	82.30%	14.60%	85.40%	2.20%	7.20%	7.80%	0.90%
Royal Brompton Hospital NHS	26.10%	14.40%	46.00%	54.00%	21.00%	79.00%	21%	79%	27.00%	73.00%	27.00%	25.00%	6.50%	1.20%
Cambridge University Teaching	22.30%	3.40%	26.50%	63.50%	17.90%	82.10%	25.60%	74.40%	25.10%	74.90%	27%	33.30%	5.60%	0.90%
Liverpool Heart & Chest Hospital	24.60%	4.40%	38.50%	61.50%	18.20%	81.80%	24.70%	75.30%	26.90%	73.10%	70.40%	64.10%	8.40%	0.30%
Royal National Orthopaedic Hospital	29.50%	22.00%		49.40%		77.50%		81.40%		74.10%	21.70%	20.00%	2.90%	0.90%

Further results are being published on the following site <https://gender-pay-gap.service.gov.uk>

APPENDIX 2

Staff Group	Gender				Totals
	Female		Male		
Add Prof Scientific and Technic	62	76.54%	19	23.46%	81
Additional Clinical Services	243	72.97%	90	27.03%	333
Administrative and Clerical	321	78.29%	89	21.71%	410
Allied Health Professionals	72	84.71%	13	15.29%	85
Estates and Ancillary	37	52.86%	33	47.14%	70
Healthcare Scientists	63	72.41%	24	27.59%	87
Medical	65	30.37%	149	69.63%	214
Nursing Registered	543	86.88%	82	13.12%	625
Students	5	100.00%		0.00%	5
Grand Total	1411	73.87%	499	26.13%	1910

Staff group	Gender	Role	Heads	% of total medical staff	% of job role by gender
Medical	Female	Consultant	31	30.37%	47.69%
		Spr level	17		26.15%
		Junior	17		26.15%
	Total		65		
	Male	Consutlant	72	69.63%	48.32%
Spr Level		36	24.16%		
Junior		41	27.52%		
Total		149			
Total medical staff			214		