



Royal Papworth Hospital
NHS Foundation Trust

Gender Pay Gap Report

As at 31st March 2019



Introduction



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- 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 2019

Definitions and Scope



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- **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 2019 and covers any bonuses paid within the year 01st April 2018 to 31st March 2019.
 - 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. HEE and EAHSN).
 - All data has been collated from the Electronic Staff Record (ESR) system.

Mean and Median Gender Pay Gap



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MEDIAN GENDER PAY GAP

- At Royal Papworth Hospital, the median hourly wage for men is £15.94.
- The median hourly wage for women is £14.69.
- This equates to a £1.25 difference.
- The median hourly rate is 7.8% lower for women than it is for men.
- This means that for every £1 earned by men, women earn 92p.



MEAN GENDER PAY GAP

- When comparing mean hourly wages, women's mean hourly wage is 25% lower than men's.
- The mean hourly rate for men is £21.85.
- The mean hourly rate for women is £16.38.
- This equates to a difference of £5.37 in the average hourly rates between men and women.



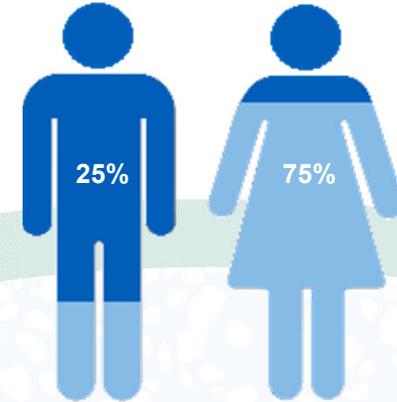
Pay Quartiles



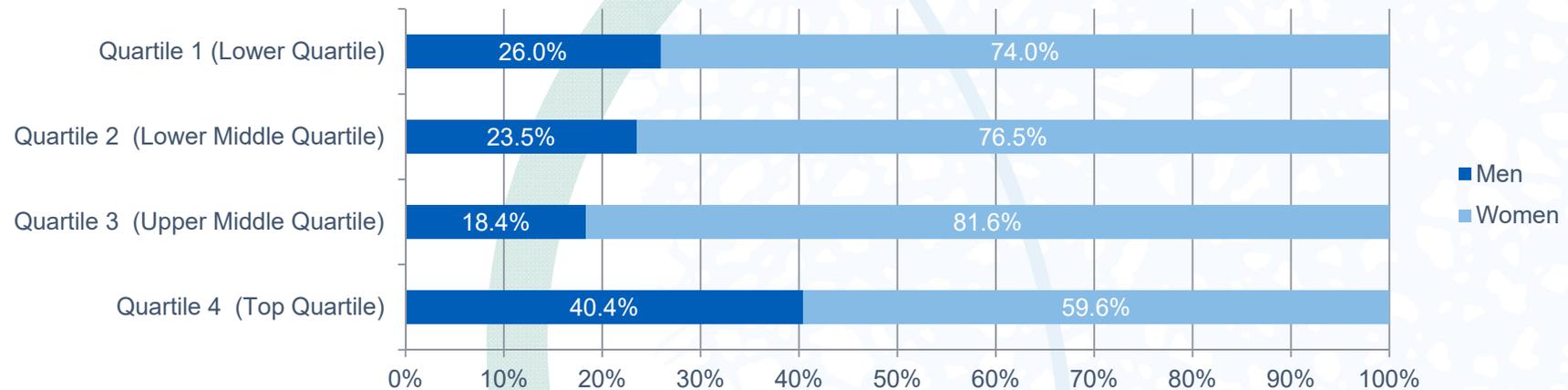
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- The gender profile of Royal Papworth is 75% female to 25% male, which is a common workforce profile across NHS Trusts.
- The Trust employ significantly more women in Quartiles 1, 2 and 3, however there is a smaller proportion within the top quartile (4).

Trust Gender Profile



Gender Breakdown by Pay Quartiles



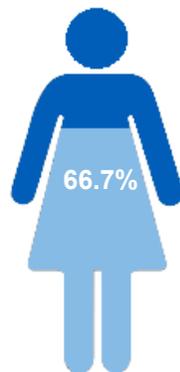
Gender Pay Gap Bonus Pay



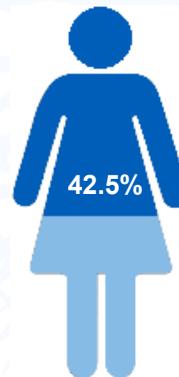
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- For the purposes of the gender pay gap, bonus pay is classed as any rewards that related to profit-sharing, productivity, performance, incentive and commission that were actually paid within the reporting period. The gender pay reporting regulations confirm that overtime pay, pay related to overtime pay (unless annual leave has been accrued), redundancy pay or pay related to termination of employment should not be included.
- At Royal Papworth Hospital, the women's median bonus pay is 66.7% lower than men's. This means that women earn 33p for every £1 that men earn when comparing median bonus pay.
- When comparing the mean bonus pay gap, women's mean bonus pay is 42.5% lower than men's.

Median Bonus Gender Pay Gap



Mean Bonus Gender Pay Gap



Who received bonus pay at Royal Papworth Hospital:

- 0.7% of women
- 6.9% of men

Comparison to Previous Years



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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%

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%

- There has been a decrease in the pay gap across the board in 2019.
- The mean gender pay gap has reduced by 3.77% since 2017.
- We have also seen a decrease in the median gender pay gap of 2.1% since 2017, despite an increase of 0.31% in 2018.
- The mean bonus pay has continued to decrease with a reduction of 3.7% since 2018.
- The median bonus pay has also seen a decrease of 12.19% since 2018, however this is only a decrease of 1.29% since 2017.
- Based on the comparisons to previous years, the trends would suggest that as a Trust we are reducing our Gender Pay Gap.