

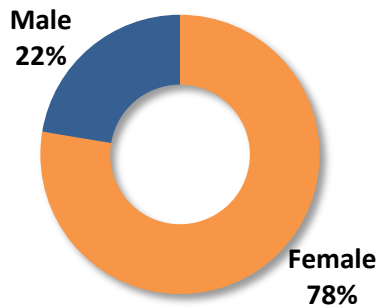
Gender Pay Gap Report 2017/18

Introduction

The Equality Act 2010 (Gender Pay Gap Information Regulations 2017) requires all organisations with over 250 employees to report on and publish their gender pay gap on a yearly basis. This is based on a snapshot from 31st March of each year, and each organisation is duty bound to publish information on their website. This report captures data as at 31st March 2018.

Epsom and St Helier University Hospitals NHS Trust (ESHT) employs approximately 4,945 staff – 3875 female and 1070 male, in various staff groups, including administrative, nursing, allied health; and medical. All staff except medical and Very Senior Managers (VSMs) are on either Agenda for Change which provide a clear process of paying employees equally, irrespective of their gender.

Gender profile



The diagram above shows the total percentage of staff employed within the Trust.

Background

We first reported on the Gender Pay Gap in March 2018 based on snapshot data from 31st March 2017. The findings were:

- Our mean pay gap was 22.72%
- Our median pay gap was 12.03%

2016/17	
Mean Avg. Hourly Rate	Median Hourly Rate
£23.53	£18.87
£18.18	£16.59
£5.35	£2.28
22.72%	12.03%

What is the gender pay gap?

The gender pay gap is the difference between the average hourly earnings of men and women – this is not the same as equal pay, which is concerned with men and women earning equal pay for the same jobs, similar jobs or work of equal value. It is unlawful to pay people unequally because they are a man or a woman. Instead the gender pay gap highlights the imbalance of pay across an organisation. For example if an organisation's workforce is predominantly female yet the majority of senior positions are held by men, the average female salary could be lower.

What do we have to report on?

The statutory requirements of the Gender Pay Gap legislation is that each organisation must calculate the following:

- The mean basic pay gender pay gap
- The median basic pay gender pay gap
- The proportion of males and females in each quartile pay band
- The mean bonus gender pay gap
- The median bonus gender pay gap
- The proportion of both males and females receiving a bonus payment

Definitions of pay gap

The mean pay gap is the difference between the pay of all male and female employees when added up separately and divided by the total number of males, and the total number of females in the workforce.

The median pay gap is the difference between the pay of the middle male and middle female, when all male employees and then all female employees are listed from the highest to the lowest paid.

Who is included?

All staff who were employed by ESHT and on full pay on the snapshot date (31st March 2018) are included. Bank staff who worked a shift on the snapshot date are included. Consultant Additional Programmed Activities (APA's) are included, as are Clinical Excellence Awards (CEA's). The calculations exclude overtime pay and expenses.

Employees who are on half or nil absence or maternity leave, hosted staff (e.g. GP Trainees) and agency staff have not been included.

Trust Gender Profile (based on headcount)

ESHT as is typical of any NHS Trust, has a higher proportion of females to males in its workforce – of the 4,708 counted for the purposes of this gender pay report, there are 1054 males and 3,654 females.

Gender pay gap 2017/18

Mean Hourly Rate



Median Hourly Rate

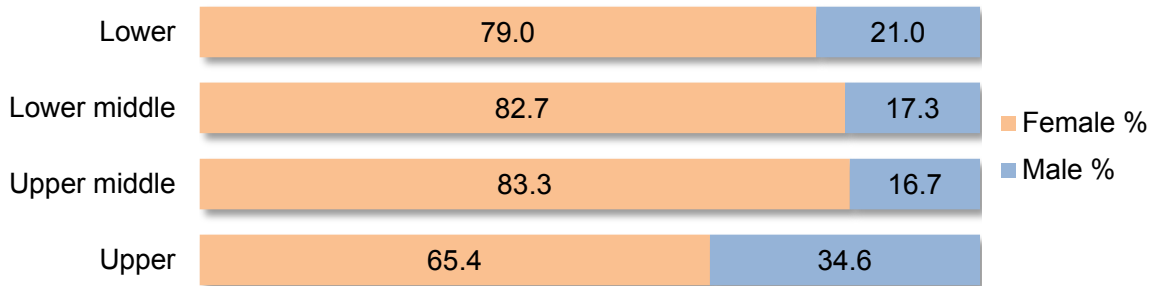


Mean gender pay gap– 23.78%

Median gender pay gap – 13.94%

The above figures show that the mean hourly pay for males is £5.80 higher than that of females, which is a gap of 23.78%. Male median pay is £2.74 higher than females, which is a gap of 13.94%.

Pay quartile split



What does this mean?

The figure for the median pay gap is usually considered to be more representative of gender pay gap across the workforce. However what it does not take account of is small numbers of higher paid employees that could be skewing the data at the mean (or average) level. The Trust median gender pay gap of 13.94% an increase from 2017 but below the national median of 18.4%.

The mean pay gap of 23.78% is also an increase from 2017 and needs to be examined in more detail.

As the quartile figures in the chart above show that there is a higher percentage of males in both the upper and lower quartile than in the others, it is worth examining

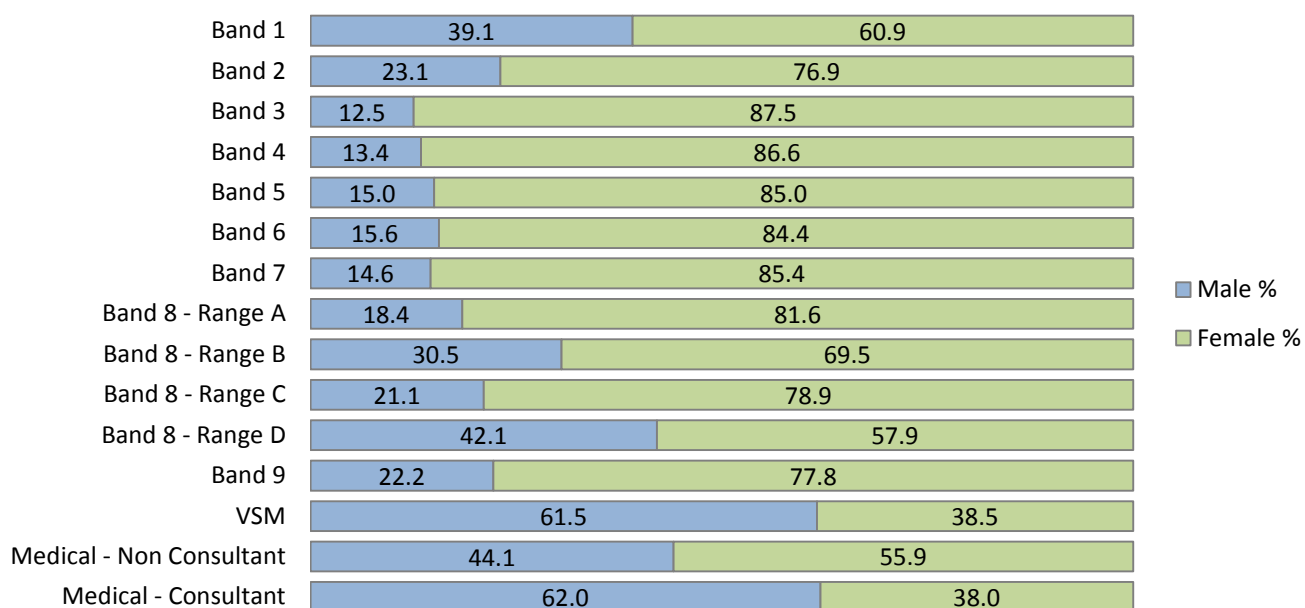
the gender composition and pay gaps in each individual band. This is set out in the table below, with the higher average pay by gender highlighted in green.

Pay Band	No of male staff	No of female staff	Male mean hourly rate*	Female mean hourly rate*	Difference in hourly rate	Pay Gap*	16/17 Pay gap	Pay gap difference
Band 1	18	28	£10.57	£11.10	-£0.53	-5.0%	0.2%	-0.3
Band 2	166	554	£11.10	£11.45	-£0.34	-3.1%	-2.4%	-0.7
Band 3	56	391	£11.45	£11.73	-£0.28	-2.5%	-2.9%	-0.4
Band 4	52	335	£12.33	£12.94	-£0.62	-5.0%	-3.2%	-1.8
Band 5	112	634	£15.36	£16.39	-£1.02	-6.6%	-6.5%	-0.1
Band 6	118	638	£19.44	£19.83	-£0.40	-2.0%	-1.8%	-0.2
Band 7	80	468	£22.37	£23.03	-£0.66	-2.9%	-0.4%	-2.5
Band 8 - Range A	35	155	£25.95	£25.86	£0.09	0.3%	0.4%	-0.1
Band 8 - Range B	18	41	£30.31	£29.93	£0.38	1.3%	-0.5%	0.8
Band 8 - Range C	8	30	£35.48	£34.97	£0.51	1.4%	-3.7%	-2.3
Band 8 - Range D	8	11	£41.03	£41.70	-£0.67	-1.6%	1.4%	-0.2
Band 9	2	7	£51.27	£51.86	-£0.59	-1.2%	9.25%	-8.05
VSM	8	5	£63.27	£55.48	£7.79	12.3%	9.5%	2.8
Medical - Non Consultant	180	228	£25.48	£26.33	-£0.85	-3.3%	Not captured	
Medical - Consultant	189	116	£47.20	£46.69	£0.51	1.1%	Not captured	

*refers to the average hourly rate

† Negative values mean that the difference and the gap are favourable to females

Gender split by pay band (headcount)



This shows that on average females earn more in most pay bands than males – the only bands where males earn more is in band 8a, band 8b, band 8c, VSM (very senior management) and medical – consultant roles. These are mainly the higher paid bands, and it is also in these higher bands where the proportion of males is higher when compared to the proportion of the Trust overall (22% males to 78% female). In the highest paid band VSM - there are more males to female. It should be noted that there have been some positive changes since the previous year. The pay gap has narrowed in band 8a and in the case of band 8d it has reversed, from 1.4% favourable to males to 1.6% favourable to females. The gender pay gap has also reversed in band 9 from 9.25% favourable to males to 1.2% favourable to females.

Whilst the gender pay gap has narrowed in most pay grades, the main pay gap lies within in the VSM pay group and has increased in 17/18 (but this only consists of 13 employees). The joint second groups with the highest difference in hourly rates is the band 8c pay group and medical consultants. If medical staff are removed from the calculations, the gap is significantly narrowed with males on average paid more than females by 0.36%.

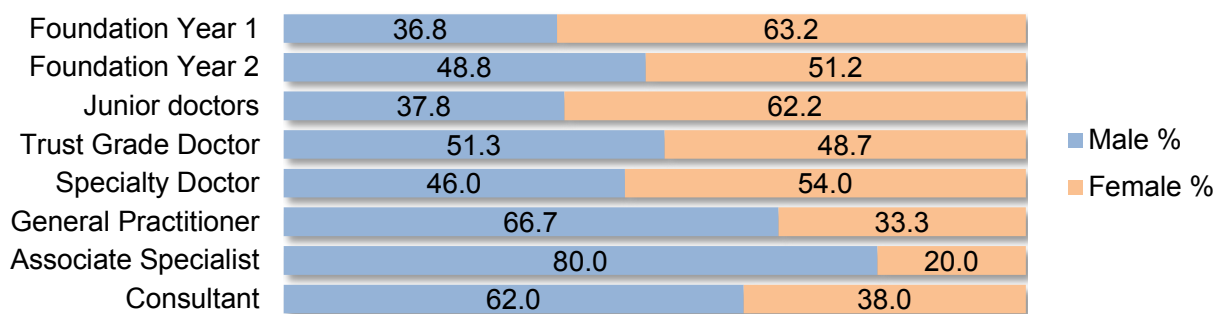
Medical Staff

Medical staff group comprises of all trainee to Consultant roles. Further work needs to be done to understand the reasons for the pay difference with this staff group.

Medical Role	Number of male staff	Number of female staff	Mean hourly rate - male	Mean hourly rate - female	Difference in hourly rate	Pay Gap
Foundation Year 1	14	24	14.24	13.95	0.29	2.0%
Foundation Year 2	20	21	17.73	18.14	-0.42	-2.4%
Trust Grade Doctor	70	115	24.55	24.10	0.44	1.8%
Junior Doctor	39	37	27.40	26.43	0.98	3.6%
Specialty Doctor	23	27	32.22	30.66	1.55	4.8%
General Practitioner	2	1	39.83	44.32	-4.49	-11.3%
Associate Specialist	12	3	38.11	37.81	0.30	0.8%
Consultant	189	116	48.89	46.63	2.26	4.6%

** negative values mean that the difference and the gap are favourable to females*

Gender split by pay band (headcount)



Consultants

The Trust had 408 consultants on staff at 31 March 2018. Medical Consultants are one of the highest paid roles in the Trust and are eligible to receive clinical excellence awards (CEAs) and Additional Programmed Activities (APAs) which are consolidated into the basic pay calculations. There are more male consultants than female (respectively 62% male to 38% female). Male consultants were paid on average £2.26 per hour more than female Consultants.

Medical - Consultant	Number of male staff	Number of female staff	Mean & Median hourly rate - male	Mean & Median hourly rate - female	Difference	Pay Gap
Mean Pay Gap	189	116	£47.20	£46.69	£0.51	1.1%
Median Pay Gap	189	116	£45.71	£44.54	£1.17	2.6%

Non-Consultants

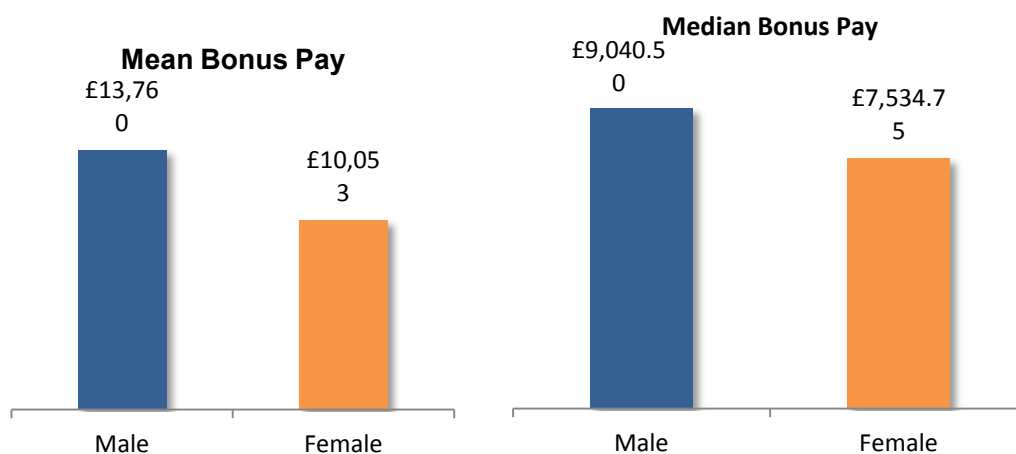
As at 31 March 2018 the trust had 713 non-consultant doctors. These comprised 369 male doctors (44.16% of total) and 344 female doctors (55.9% of total).

There is a positive gender pay gap for FY2s and GP (albeit small staff numbers in the GP group). Within the non consultant group the highest pay gaps are within specialty doctor and junior doctor groups.

The Trust has a high number of Trust grade doctors with a gender split of 51% male and 49% female.

Medical - Non Consultant	Number of male staff	Number of female staff	Mean & Median hourly rate - male	Mean & Median hourly rate - female	Difference	Pay Gap
Mean Pay Gap	180	228	£25.48	£26.33	-£0.85	-3.3%
Median Pay Gap	180	228	£26.38	£24.11	£2.27	8.6%

Bonuses



Mean gender bonus pay gap 26.94%

Median gender bonus pay gap 16.66%

The only bonuses payments within the time frame (1st April 2017 to 31st March 2018) consolidated within basic pay were to Medical Consultants, in the form of CEAs. The proportion of males who received a bonus payment as a percentage of the total workforce was 7.1% (75/1054) compared to females 1.2% (43/3654).

The Trust did not report separately on bonus pay in the 16/17 gender pay report and further analysis needs to be undertaken to understand how to close this gap.

Progress and Next steps

Following publication of the last gender pay report, the Trust took action to ensure recruitment panels were gender balanced and also introduced diversity champions on interview panels.

Further analysis will be undertaken to understand how best to address the gaps.

An action plan will be developed and monitored through the Trust's Equality, Diversity and Inclusion (EDI) Committee which is a sub-committee of the Trust Board.