



**South Tees Hospitals**  
NHS Foundation Trust

# Gender Pay Gap Report

March 2018



Excellence in Patient Outcome and Experience

# Background

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- Gender pay gap legislation came into force in October 2016 as part of the Equality Act 2010 (Gender Pay Gap Information) Regulations 2016
- This requires all Employers in England, Wales and Scotland, with at least 250 employees, to publish gender pay information
- This was made mandatory on 31 March 2017 for public sector organisations to report annually on their gender pay gap and the **first report deadline is the 31 March 2018**
- The following report includes each of the statutory requirements of the legislation detailed below:
  - ✓ Average gender pay gap as a mean average
  - ✓ Average gender pay gap as a median average
  - ✓ Average bonus gender pay gap as a mean average
  - ✓ Average bonus gender pay gap as a median average
  - ✓ Proportion of males receiving a bonus payment and proportion of females receiving a bonus payment
  - ✓ Proportion of males and females when divided into four groups ordered from lowest to highest pay



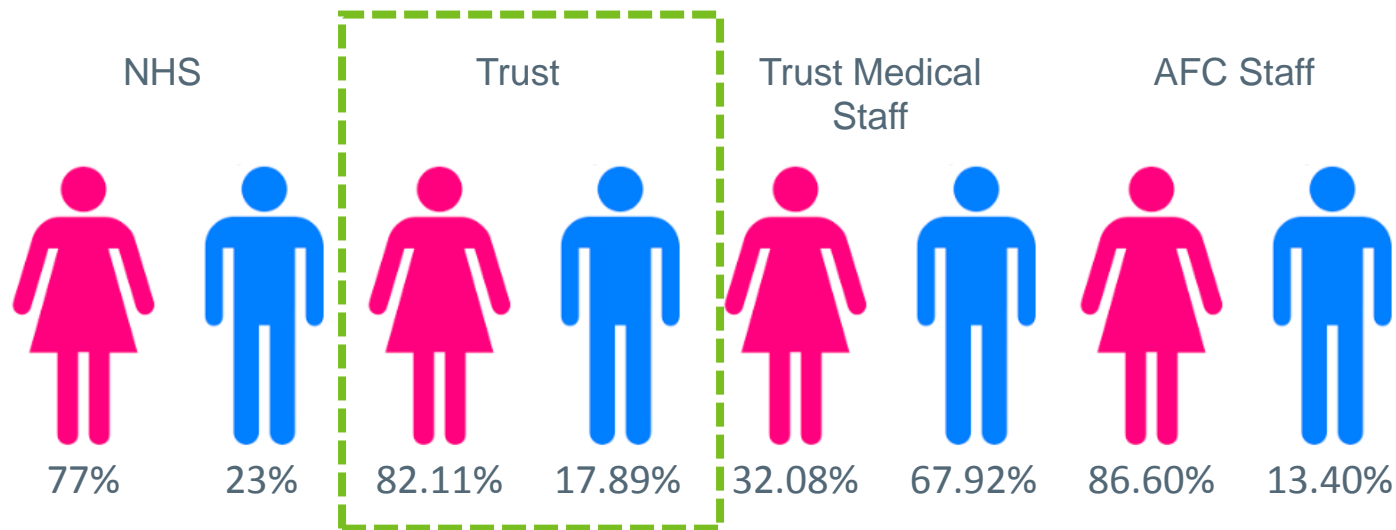
# Background

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- The information must be published on both the Trusts website and on a designated government website at [www.gov.uk/genderpaygap](http://www.gov.uk/genderpaygap)
- Reports were extracted from the Electronic Staff Record Business Intelligence reporting tool (ESRBI) as at the **reporting date of 31 March 2017**
- The gender pay gap shows the difference in the average earnings between all men and women in an organisation
- Gender pay gap reporting is not a report on equal pay
- Equal Pay is the pay differences between men and women who carry out the same jobs, similar jobs or work of equal value
- It is possible to have equality of pay but still have a gender pay gap.
- The NHS uses Agenda For Change to ensure equal pay for those staff carrying out the same job, on the same band with progression due to length in post and not gender
- This information will be updated annually on the 'snapshot' date each year.

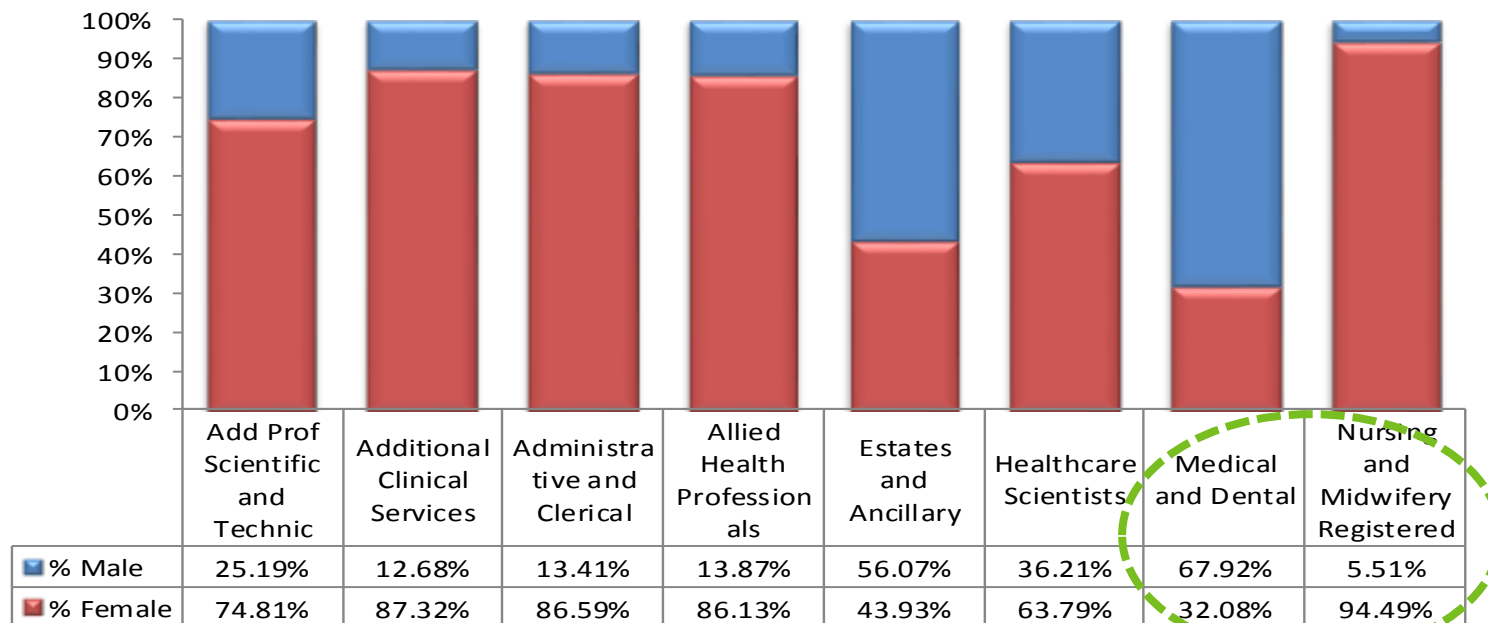


# Trust Gender Profile



- The Trust have over 5% more than the national average of women in NHS organisations
- The national split of the working population across England is 47% women and 53% men
- South Tees has a higher proportion of Professionally Registered Nurses (+3.66%) than the national average which contributes to our larger female workforce
- Women have traditionally been attracted to the roles in healthcare, primarily Nursing & Midwifery and support roles such as Health Care Assistant/Therapy Assistant due to the flexibility and family friendly policies offered by the NHS
- For our Trust this also applies to Allied Health Professional roles such as Physiotherapy, Radiography and Speech and Language Therapy

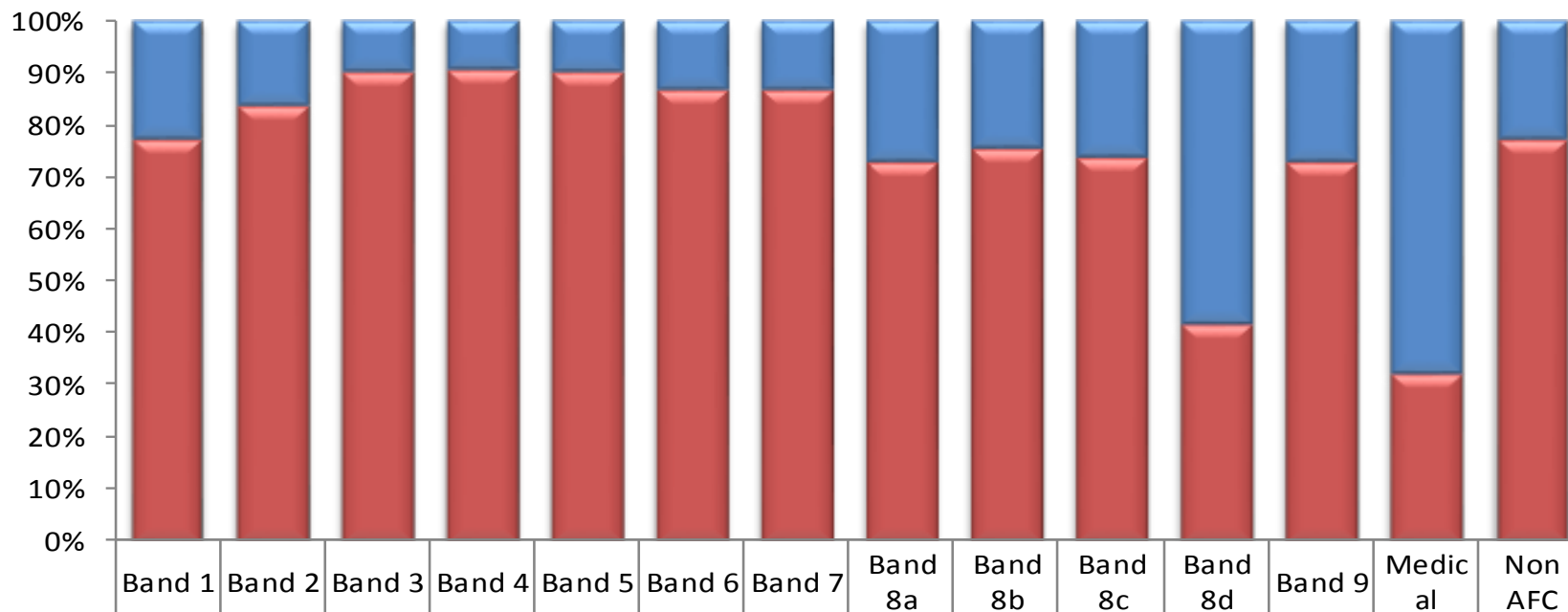
# Gender Profile by Staff Group





- The Medical & Dental Workforce is made up primarily of Doctors and Consultants and currently there is a significant male population in this workforce group – Nationally Medical & Dental staff are split 45% women and 55% male – we are therefore not in line with the national average
- There is a definitive shift within Medical & Dental in South Tees as those staff under 40 are 54.97% male and 45.03% female and those under 30 53.99% female and 46.01% male. This will potentially have an impact in narrowing the gender pay gap in the future.
- Nationally Nursing & Midwifery tend to attract less males into the profession, resulting in a predominantly female workforce (national data – 89.90% are female and 10.10% are male). This also impacts AHP and Nursing Support roles meaning South Tees have a much greater level of women in Bands 5 - 7 roles.



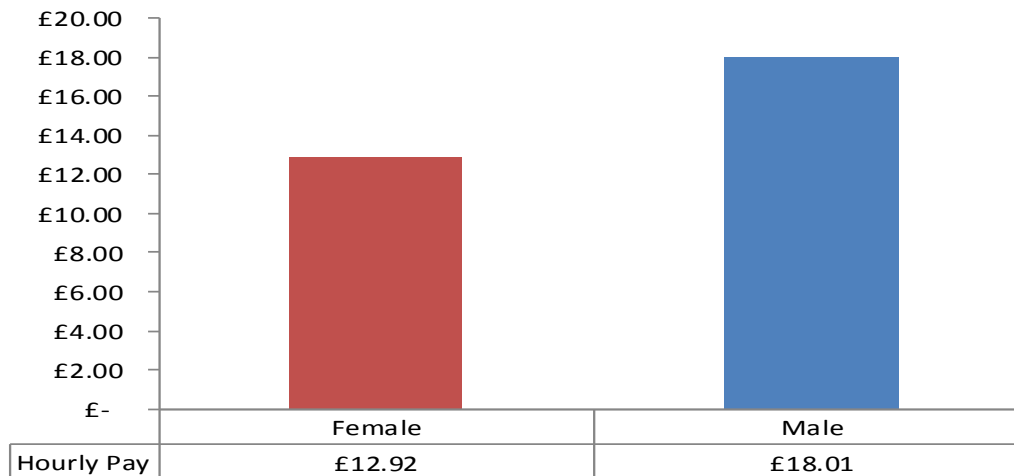
# Gender Profile by Band



 % Male	22.73%	16.55%	9.86%	9.30%	9.73%	13.24%	13.32%	27.03%	24.53%	26.32%	58.33%	27.27%	67.92%	23.08%
 % Female	77.27%	83.45%	90.14%	90.70%	90.27%	86.76%	86.68%	72.97%	75.47%	73.68%	41.67%	72.73%	32.08%	76.92%

- Senior Roles (Band 8 and above) see a higher percentage of male staff than all other Bands
- In Bands 2 – 7 there is a higher % of Female staff against our Trust average of 82.11%
- Band 1 appears to be an exception (under average) due to over 50% being roles in the Estates & Ancillary workforce group which the Trust predominantly receives male candidates for e.g. Porters, Domestic Assistants.

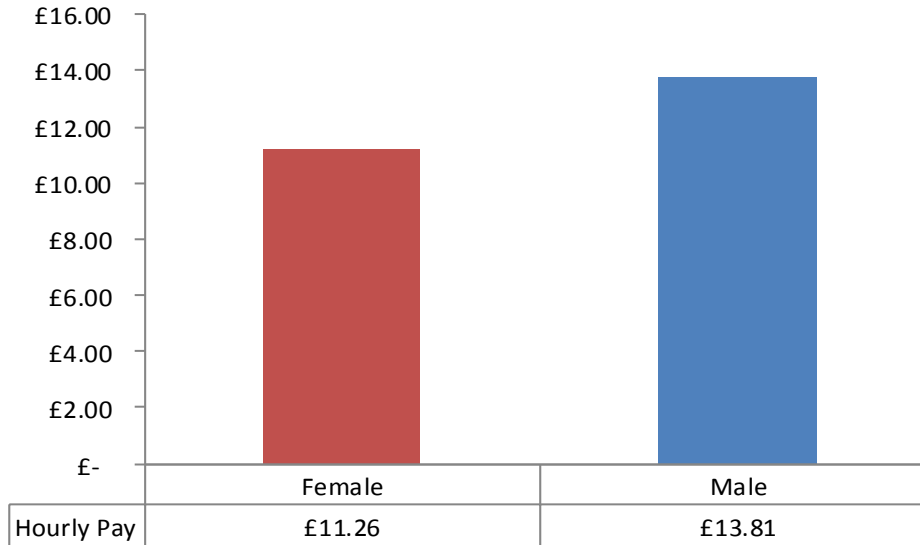
# Average Pay - Mean



Mean is the average value of a set of data

- The variance of £5.09 between male and female staff which indicates that overall men earn 28.27% more than women across all staff employed by the Trust
- The gap is attributable to the fact that the majority of the higher earners are Doctors and Consultants and of these 67.92% are male
- If we exclude our Medical & Dental Workforce then the mean gap drops to £0.41 or 3.23%
- Women are well represented in the Top 20 earners (calculated on hourly rate) with 9 of them being women
- As of the 1 April 2017 (which this report is taken from) South Tees were operating with a leadership team including:
  - 6 out of 12 females on the Board (i.e. Chief Executive Officer, Nursing Director, Finance Director, HR Director, Quality Director and Director of Professions)
  - 8 out of 11 females in other Senior Leadership Team roles.

# Average Pay - Median



Median is the middle value of a set of data. The data is sorted in order from the lowest to the highest and the median is the middle value.

- This gives a variance of £2.55 between male and female staff which is a gap of 18.46%
- When looking at the variance consideration should be given to the variety of roles within the organisation
- This dataset reduces the impact of outliers that may appear to 'skew' the data



# Quartile

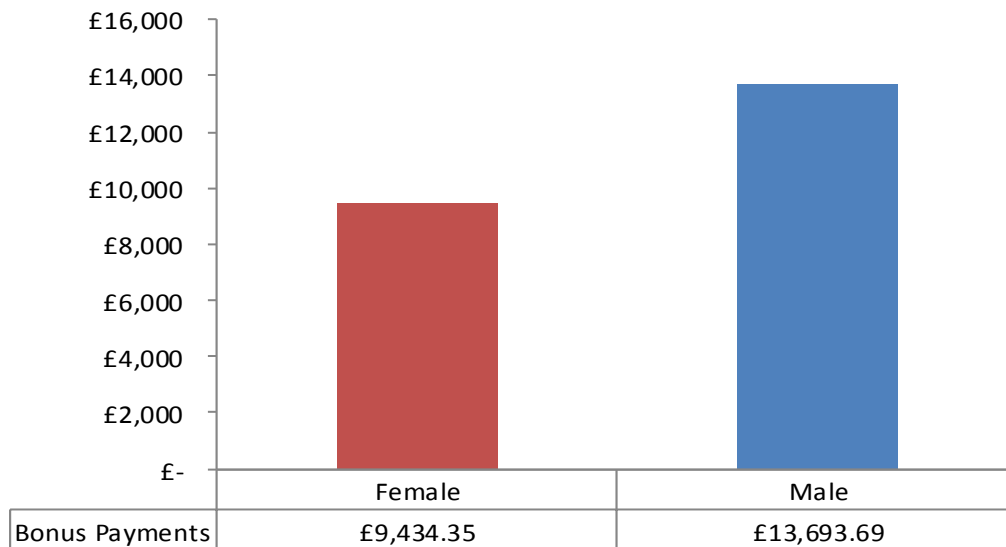


Definition	Female	Male	Female %	Male %	Staff
Lower	1747	353	83.19%	16.81%	2100
Lower Middle	1843	258	87.72%	12.28%	2101
Upper Middle	1831	269	87.19%	12.81%	2100
Upper	1478	623	70.35%	29.65%	2101

The lower quartile represents the lowest paid quarter of staff in the Trust and the upper quartile represents the highest paid quarter of staff in the Trust. The hourly pay of each person is sorted and divided into 4 groups (as above).

- There is a higher proportion of female staff in the lower quartile; included in this quartile are admin & clerical and estates & ancillary staff groups that have a higher proportion of female staff which is reflected in the calculation.
- The upper quartile has a higher proportion of female staff. The variance in this quartile is mainly due to significantly different gender splits in medical staffing and managerial roles in the trust, this is countered by a greater proportion of female staff in the scientific and nursing staff groups.

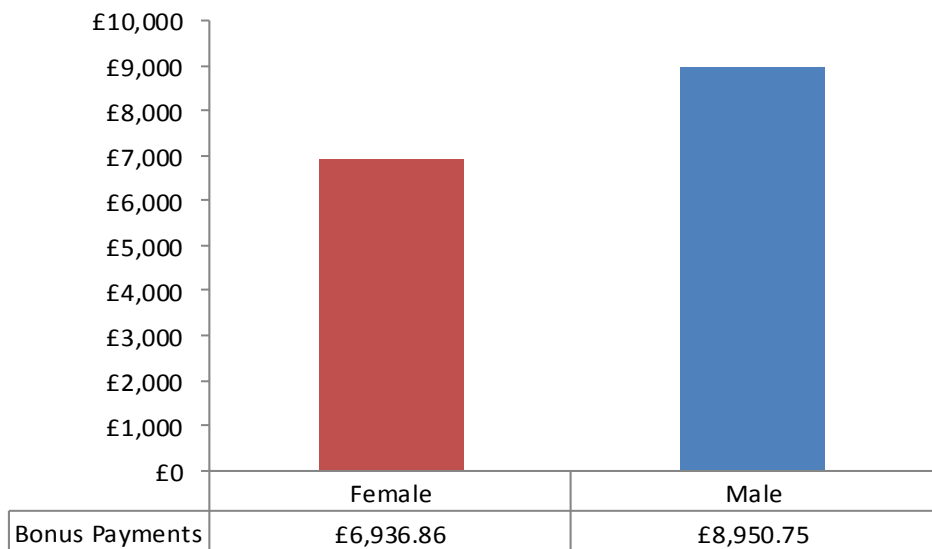
# Bonus Pay- Mean



As an NHS organisation the only pay elements we have that fall under the bonus pay criteria are clinical excellence awards which are only applicable to certain groups of medical staff (consultants)

- Variance of £4259.34 between male and female staff which means that overall men earn 31.10% more than women in terms of bonus payments
- The Consultant workforce consists of 73.84% men and 26.16% women - nationally data show Consultants in the NHS are split 65% male and 35% female – South Tees varies by 8% to the national average
- A higher % of male Consultants receive a CEA - of 186 total Consultants 155 are male and 31 are female - which equates to 16.67% of female Consultants receiving an award (it should be noted the Consultants have to apply to receive an award and not all apply)

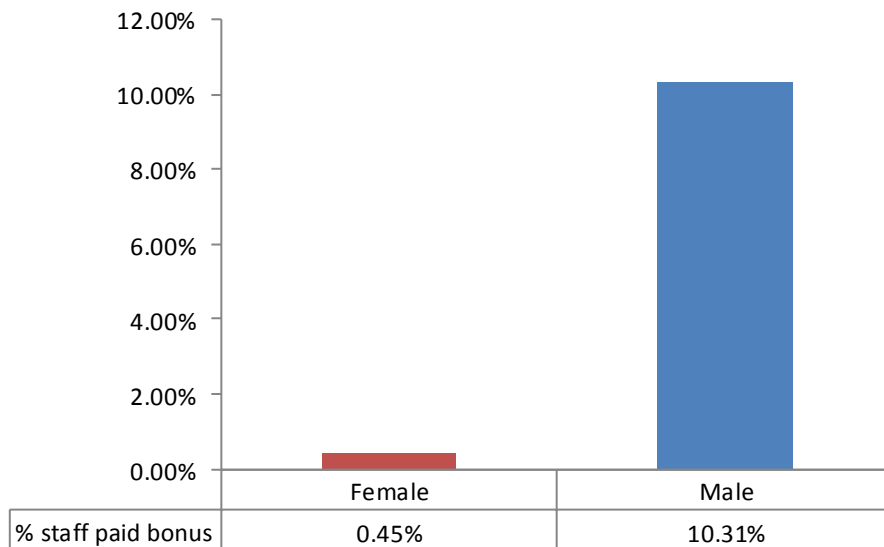
# Bonus Pay - Median



As an NHS organisation the only pay elements we have that fall under the bonus pay criteria are clinical excellence awards which are only applicable to certain groups of medical staff (consultants)

- As with the median hourly rate of pay, this is based on the mid-point of all staff receiving bonus pay.
- Bonus pay applies to just over 5.14% of all staff employed
- The median value for Bonus Payments indicates a smaller gap when compared with the mean data
- The pay gap reduces to 22.50% or £2013.89. Bonus payments ranged from £1,123 to £58,839 for men and £2,088 to £35,803 for women
- This dataset reduces the impact of outliers that may appear to 'skew' the data














# Bonus Pay- Proportion of Staff Receiving



Gender	Employees Paid Bonus	Total Relevant Employees	% staff paid bonus
Female	31	6899	0.45%
Male	155	1503	10.31%
<b>Total</b>	<b>186</b>	<b>8402</b>	<b>2.21%</b>

- Bonus Pay primarily consists of Clinical Excellence Awards which are only awarded to Consultants. Therefore a small percentage of the staff in the Trust are eligible for a 'bonus payment'.
- 0.45% of the Trust's female staff received bonus pay which is 31 staff all of whom are consultants.
- 10.31% of the Trust's male staff received bonus pay which is 155 staff all of whom are consultants.
- Of eligible consultant staff 27.43% of females received bonus pay when compared with 48.59% of male consultants.








# Gender Pay Gap AFC Band

Band	Female	Male	Difference	Pay Gap %	
Band 1	£ 7.22	£ 7.65	£ 0.43	5.65%	
Band 2	£ 8.32	£ 8.28	-£ 0.05	-0.59%	
Band 3	£ 9.37	£ 9.39	£ 0.02	0.25%	
Band 4	£ 10.86	£ 10.09	-£ 0.77	-7.64%	
Band 5	£ 11.94	£ 12.31	£ 0.37	3.01%	
Band 6	£ 15.64	£ 15.24	-£ 0.40	-2.61%	
Band 7	£ 19.21	£ 18.88	-£ 0.33	-1.75%	
Band 8a	£ 22.90	£ 22.72	-£ 0.18	-0.78%	
Band 8b	£ 27.52	£ 25.96	-£ 1.56	-5.99%	
Band 8c	£ 32.29	£ 31.77	-£ 0.51	-1.62%	
Band 8d	£ 38.69	£ 37.69	-£ 1.01	-2.67%	
Band 9	£ 46.59	£ 48.51	£ 1.92	3.95%	
AFC Total	£ 12.43	£ 12.85	£ 0.41	3.23%	

- Of the 12 AFC bands using a mean average women earn more than men in 8 of the bands
- Once Medical staff are excluded the gap drops to £0.41 and 3.23%
- The highest gaps are seen both in Band 1 and Band 9 staff. Within Band 9 there are a small group of 12 staff and within Band 1 this includes 26 apprentices who receive less than the bottom of a Band 1 of which 22 are women.



# Gender Pay Gap Staff Groups

Band	No of Staff	Female	Male	Difference	Pay Gap %	
Add Prof Scientific and Technic	266	£ 15.04	£ 16.47	£ 1.43	8.68%	
Additional Clinical Services	1829	£ 8.71	£ 8.89	£ 0.18	2.02%	
Administrative and Clerical	1693	£ 11.27	£ 14.49	£ 3.22	22.23%	
Allied Health Professionals	685	£ 16.76	£ 15.42	-£ 1.33	-8.65%	
Estates and Ancillary	321	£ 8.07	£ 9.31	£ 1.24	13.31%	
Healthcare Scientists	232	£ 16.84	£ 18.24	£ 1.40	7.67%	
Nursing and Midwifery Registered	2684	£ 14.19	£ 14.17	-£ 0.02	-0.12%	

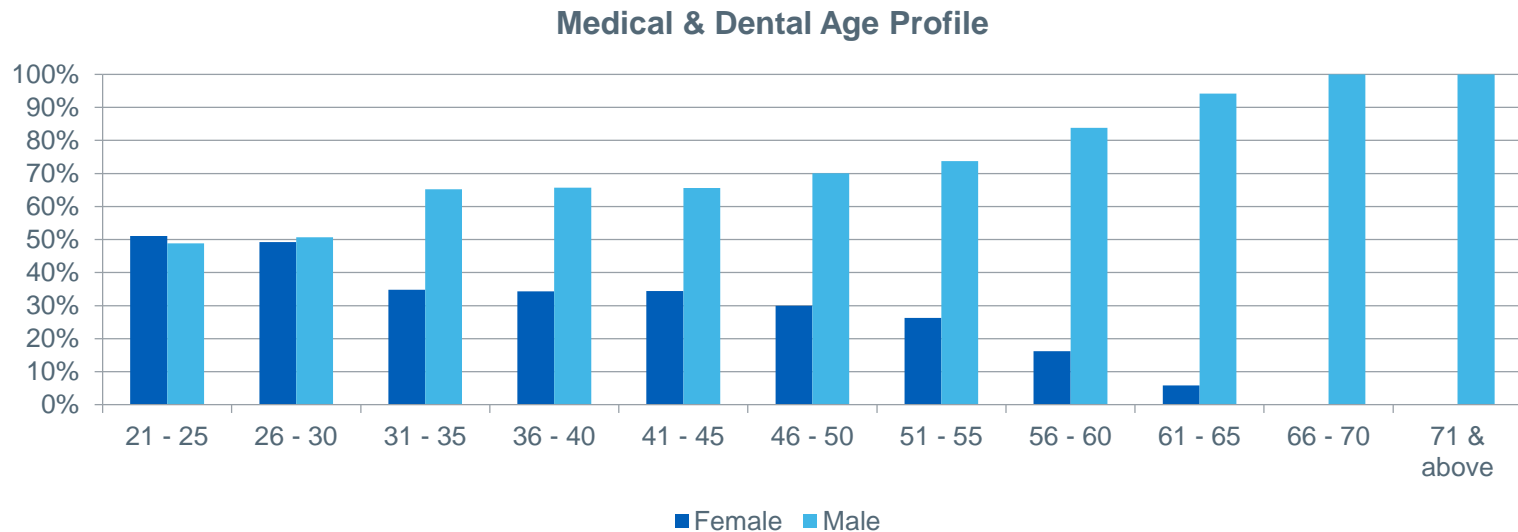
- Of the 7 staff groups (when excluding medical and dental professionals) women earn more in 2 areas, Allied Health Professionals and Nursing and Midwifery (which are two of the biggest staff groups).
- The largest gap can be seen with Admin & Clerical which is reflective of the higher number of males in senior roles.
- Within Admin & Clerical 25.99% of men are in a post that is Band 7 and above, in comparison to 7.64% of women
- Similarly with Estates and Ancillary although there is a larger proportion of males within this staff group - 16.11% of all males are in a post that is Band 5 and above, in comparison to 1.42% of women

# Summary AFC and Medical and Dental Staff

ALL STAFF				
	Female Staff	Male Staff	Variance	Gap
Mean Hours Rate	£12.92	£18.01	£5.09	28.27%
Median Hourly Rate	£11.26	£13.81	£2.55	18.46%
Bonus Mean	£9,434.35	£13,693.69	£4,259.34	31.10%
Bonus Median	£6,936.86	£8,950.75	£2,013.89	22.50%
AFC Staff	Female Staff	Male Staff	Variance	Gap
Mean Hours Rate	£12.43	£12.85	£0.41	3.23%
Median Hourly Rate	£11.20	£10.63	£0.57	5.09%
Medical Staff				
Mean Hours Rate	£27.08	£29.41	£2.33	7.92%
Median Hourly Rate	£27.24	£27.26	£0.02	0.07%



# Summary AFC and Medical and Dental Staff



- The report has shown a difference in pay between male and female staff overall. It is important to remember that gender pay gap reporting is different to equal pay as it shows the difference in the average pay between all men and all women in the workforce – not those with comparable roles.
- The gender pay gap is attributable to a number of factors but is primarily impacted by the high number of male staff in the Medical & Dental workforce group.
- The Medical & Dental Workforce is on average the highest paid workforce group e.g. 84 of the top 100 hourly earners are within Medical & Dental
- If we exclude the Medical & Dental Workforce then the mean gap drops to £0.41 or 3.23%
- The gender pay gap is likely to reduce in the future given the larger number of female staff in the Medical & Dental workforce in the younger age brackets e.g. those under 30 are 53.99% female and 46.01% male

