

2017 Gender Pay Gap Report

1. Introduction and Background

The Equality Act 2010 (Gender Pay Gap Information Regulations 2017) introduced legal requirements on private and voluntary sector organisations to publish information on their Gender Pay Gap.

The regulations cover all charities and businesses employing 250 or more employees and therefore apply to the Hospital of St John and St Elizabeth. The information is based on a 'snapshot date' of 5 April each year with the requirement to publish the first set of information by 4 April 2018.

Information will be uploaded and published on a government website and also in an accessible place on our own website. Whilst there is no obligation to provide narrative to accompany the data it is recognised that this will at least be helpful for the committee in understanding the data and answering any questions from the public, our employees or other stakeholders.

This paper provides narrative to accompany the data for the Hospital's Gender Pay Gap Report 2017.

2. Workforce Composition

The Hospital currently employs 527.60 whole time equivalents (wte), the gender breakdown of our workforce is 69% female and 31% male. The gender breakdown of the workforce shows a much higher proportion of females against males which is at variance with the local population. However, the breakdown is close to the national picture within the health sector; information provided by the Health and Social Care Information Centre

(HSCIC) published in October 2013 showed that female staff comprise approximately 77% of the NHS workforce.

3. Pay Structure

The Hospital employs staff in three broad pay systems; Hybrid Agenda for Change¹, Spot salaries and Spot salaries with access to a bonus. The latter category covers a very small number of staff within the Hospital (less than 1% of the workforce).

For the purposes of this report bank workers and Consultants with Practising Privileges are not included in the data.

4. Gender Pay Gap Data

There are nine elements of gender pay gap reporting which are analysed and will feature in the information published for the Hospital. The section below provides an explanation² of each element and then our results.

4.1 The mean gender pay gap

This calculation shows the difference between the mean hourly rate of pay that male and female full-pay relevant employees receive. The calculation is:-

$$\frac{(A-B)}{A} \times 100$$

A is the mean hourly rate of pay of all male full-pay relevant employees
B is the mean hourly rate of pay of all female full-pay relevant employees
The result is expressed as a percentage.

Our figures are outlined below:-

Male: £18.29
Female: £17.89

This shows a gender pay gap of 2.2%, this compares favourably to a national average gender pay gap of 18%.

4.2 The median gender pay gap

¹ Agenda for Change is the national pay system used within the NHS and some third sector employers within healthcare

² Acas – Managing gender pay reporting March 2017

This calculation shows the difference between the mean hourly rate of pay that male and female full-pay relevant employees receive. The calculation is:-

$$\frac{(A-B)}{A} \times 100$$

A is the median hourly rate of pay of all male full-pay relevant employees

B is the median hourly rate of pay of all female full-pay relevant employees

The result is expressed as a percentage.

Our figures are outlined below:-

Male: £15.64

Female: £16.75

This shows a gender pay gap of -7.1%. A negative measure indicates the extent to which at the middle range women earn more per hour than men.

4.3 The mean bonus gender pay gap

This calculation shows the difference between the mean bonus pay that male and female relevant employees receive.

$$\frac{(A-B)}{A} \times 100$$

A is the mean bonus pay of all male relevant employees who were paid bonus pay during the 12 month period ending with the snapshot date

B is the mean bonus pay of all female relevant employees who were paid bonus pay during the 12 month period ending with the snapshot date

Female and male relevant employees who were not paid bonus pay during the 12 month period ending with the snapshot date are not included.

The result is expressed as a percentage

Our figures are outlined below:-

Male: £1,250

Female: £833.33

This shows a gender pay gap of 33.3%.

There are two factors that have affected the data for this measure, the small number of staff eligible for a bonus and the dates the payments were made in 2017.

4.4 The median bonus gender pay gap

This calculation shows the difference between the median bonus pay that male and female relevant employees receive.

$$\frac{(A-B)}{A} \times 100$$

A is the median bonus pay of all male relevant employees who were paid bonus pay during the 12 month period ending with the snapshot date

B is the median bonus pay of all female relevant employees who were paid bonus pay during the 12 month period ending with the snapshot date

Female and male relevant employees who were not paid bonus pay during the 12 month period ending with the snapshot date are not included.

The result is expressed as a percentage

Our figures are outlined below:-

Male: £1,250

Female: £833.33

This shows a gender pay gap of 33.3%.

The same factors influencing the data apply to the measure in section 4.3.

4.5 Proportion of men and women receiving bonus pay in the last 12 months

This calculation shows the proportion of male relevant employees who were paid any amount of bonus pay, and the proportion of female relevant employees who were paid any amount of bonus pay.

The first part of the calculation is

$$\frac{A}{B} \times 100$$

A is the number of male relevant employees who were paid bonus pay during the 12 month period ending with the snapshot date.

B is the number of male relevant employees

The second part to the calculation is

$$\frac{C}{D} \times 100$$

C is the number of female relevant employees who were paid bonus pay during the 12 month period ending with the snapshot date.

D is the number of female relevant employees

Our figures are outlined below:-

Male: 0.59%

Female: 0.26%

The factors influencing the data for this measure include the higher percentage of females employed by the Hospital in total, the small number of staff eligible for a bonus and the dates the payments were made in 2017.

4.5 Quartile pay bands

This calculation requires an employer to show the proportions of male and female full-pay relevant employees in four quartile pay bands, which is done by dividing the workforce into four equal parts.

	Male	Female
Lower quartile pay bands	37.2%	62.8%
Lower middle quartile pay bands	31.2%	68.8%
Upper middle quartile pay bands	24.1%	75.9%
Upper quartile pay bands	31.4%	68.6%

The distribution within the lower middle quartile pay band and the upper quartile pay band broadly match the breakdown of the overall workforce. The higher prevalence of females within the Upper middle quartile pay bands is predominantly due to the higher number of clinical staff employed by the organisation.

5. Summary

Overall the Hospital does not appear to have a significant gender pay gap.

The most significant variation relates to bonuses where the data suggests an adverse impact on female employees. As highlighted in section 4 of this report it should be noted s there are issues with the data which may exaggerate any gap in the first year of reporting as the figures were based on the previous 12 months. It should also be noted that the bonus figures are based on very small numbers.

This is the first year the Hospital has been required to produce a gender pay gap report and thus it is not possible to provide trend analysis in this report. It is anticipated that this will be possible going forward; we would also hope to be able to benchmark ourselves against other healthcare providers (subject to them publishing their data).

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