



North Staffordshire
Combined Healthcare
NHS Trust

Gender Pay Report 2023 for North Staffordshire Combined Healthcare NHS Trust

Data as at 31st March 2023
(7th Year of Reporting)

version 0.3



Gender Pay Reporting

- Annual Gender Pay Reporting is a legal requirement under the Equality Act 2010 (Gender Pay Information) Regulations 2017
- The following pages provide graphical and numerical representations showing the difference between average earnings of men and women in the Trust. These are used to assess:
 - The levels of gender equality in our workforce
 - The balance of male and female employees at different pay levels
 - How effectively talent is being maximised and rewarded

Notes:-

1. Gender pay gap is not the same as (un)equal pay for women and men. 'Equal pay for work of equal value' is a legal requirement since the Equal Pay Act 1970.
2. Non-binary gender is not currently recorded in ESR. We unequivocally recognize other genders, including non-binary and trans identities (female includes trans female; male includes trans male).

EQUAL PAY

Equal pay means that men and women that do the same role at work will get the same pay. This has been a legal requirement in the UK since 1970.



Our NHS agenda for change and doctor and dentist pay scales mean that men and women will receive equal pay for the roles they work.

The gender pay gap is the difference between the average pay between men and women.

The gender pay gap exists because:

- Women are underrepresented in top paying roles and sectors such as management
- Women are overrepresented in lower paying roles and sectors such as nursing and administration
- We live in a society that has systems, values and biases that tend to favour men



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This year's data tells us



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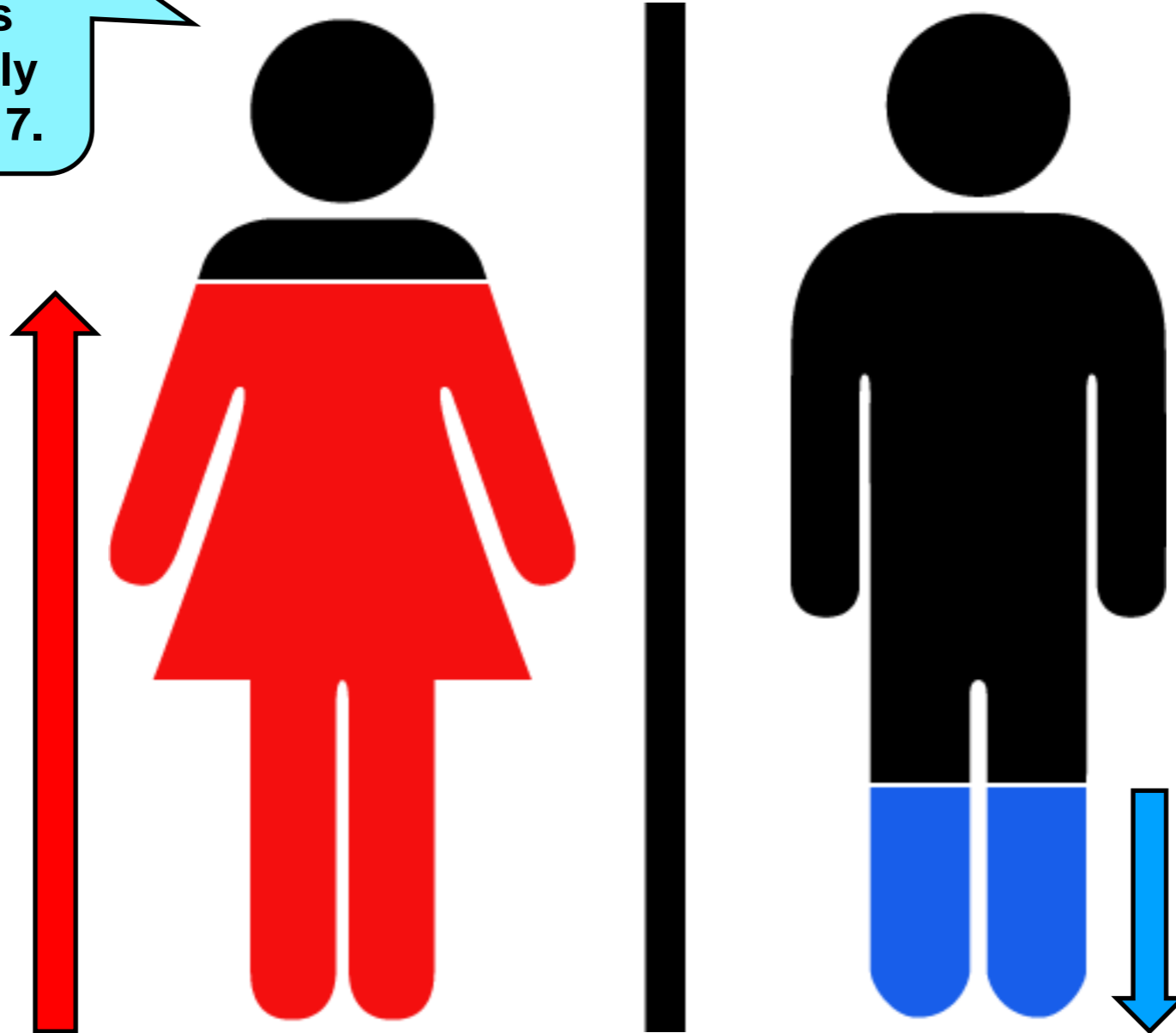
1. The Trust has a **79% female workforce** (marginally higher than in 2022). This is a slightly higher rate of female employees than the NHS as a whole (77%, 2021 data from NHS England).
2. Our mean and median gender pay gaps have reduced slightly in 2023. These are broadly in line with national average and national (NHS) levels since 2017 (baseline year).
3. In 2023, women in the Trust are paid a mean average of **£2.96 per hour less** than men (down from £3.51 in 2022) . Median difference: women paid **37p less per hour** (down from 57p)
4. There is a continued pattern of slight over-representation of women in the lower pay quartile (lowest paid roles) and corresponding under-representation in the upper quartile (highest paid roles). **However, our pay quartiles are more evenly representative than ever before.**
5. In relation to Bonus Pay, 6 female consultant staff (of 11) [54.5% (25% in 2022)] are in receipt of bonus payments (clinical excellence awards). Fifteen male consultant staff (of 19) [78.9% (35% in 2022)] are in receipt of bonus payments (clinical excellence awards).
6. While **the number and percentage of eligible females in receipt of a bonus has significantly increased**, the number and percentage of male consultants in receipt of bonus payments has also grown. **Women's bonus payments remain significantly lower than men's.** Analysis of the new awards is needed to assess equity in award making (previously awards were for working life).

Changing Gender Pay Gap is a long-term process. We continue to have much to do to make a significant positive impact on our Gender Pay position.

Workforce Gender Profile

Our proportion of female workers has generally been slowly increasing since 2017.

2023 – 79.0%
2022 – 78.6%
2021 – 79.3%
2020 – 79.0%
2019 – 78.6%
2018 – 77.4%
2017 – 77.2%



2023 – 21.0%
2022 – 21.4%
2021 – 20.7%
2020 – 21.0%
2019 – 21.4%
2018 – 22.6%
2017 – 22.8%

Correspondingly, our proportion of male workers has generally been slowly reducing.

This compares to 76.7% nationally for the NHS as a whole (in 2021)

Average Hourly Pay

Women's average hourly pay compared with Male average hourly pay

MEAN

(Women compared with Men)

2017



2022



2023



Hourly Pay Rate	2017	2022	2023
Male	£18.63	£21.08	£21.17
Female	£15.72	£17.58	£18.22
Difference	£2.91	£3.51	£2.96
Gender Pay Gap	15.6%	16.6%	14.0%

MEDIAN

(Women compared with Men)

2017



2022



2023

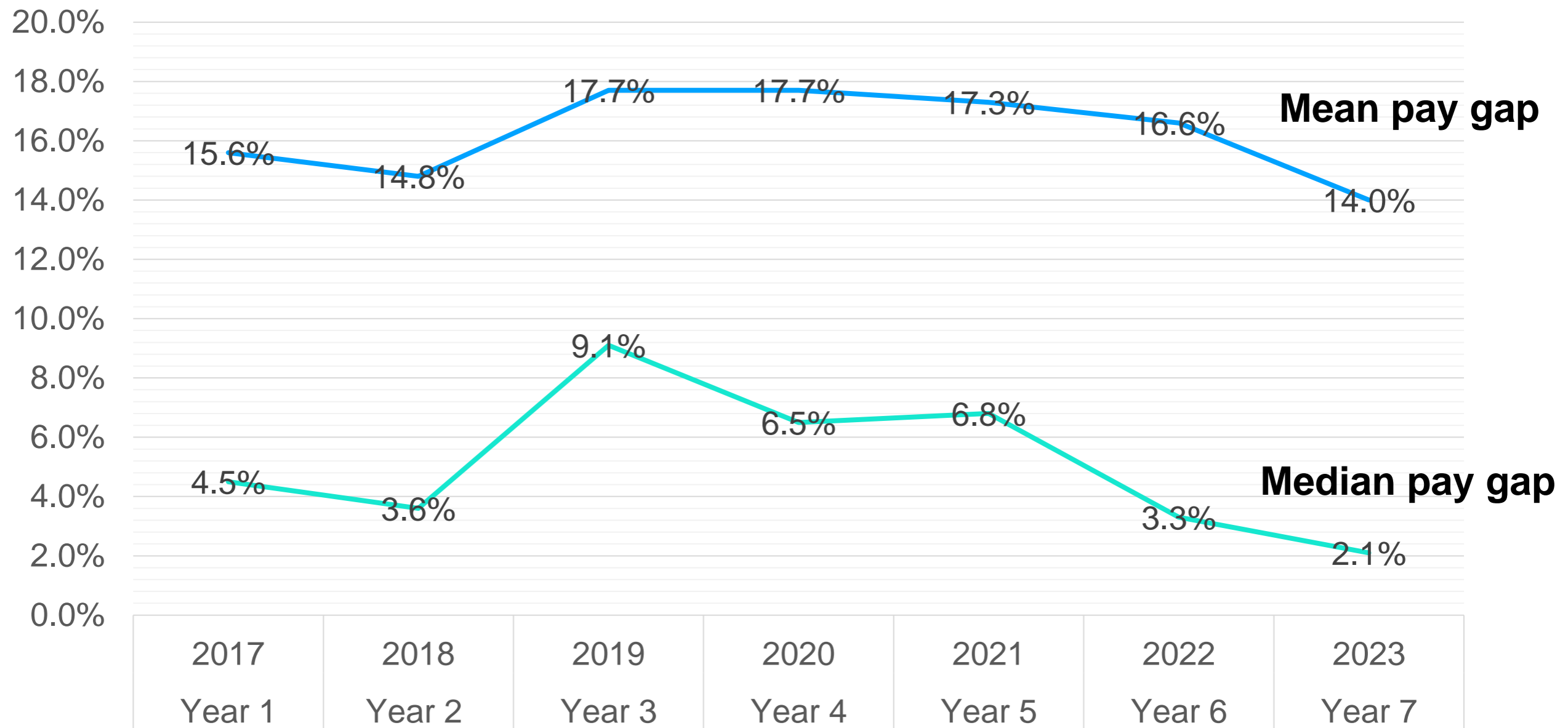


Hourly Pay Rate	2017	2022	2023
Male	£15.07	£17.09	£17.24
Female	£14.38	£16.52	£16.87
Difference	£0.68	£0.57	£0.37
Gender Pay Gap	4.5%	3.3%	2.1%

NSCHT Gender Pay Gap Journey

NSCHT Mean & Median Gender Pay Gap 2017-2023:

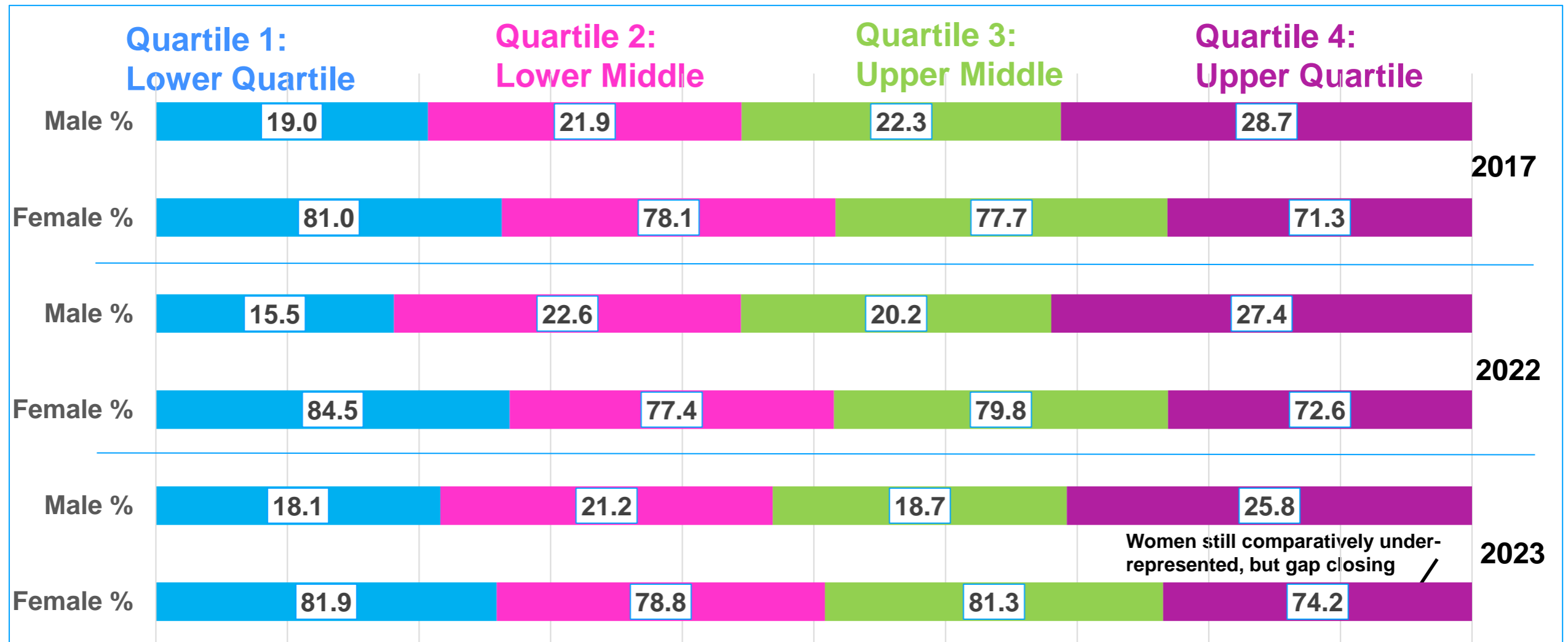
Women's mean & median hourly rate in relation to men's



Salary Quartiles

as at 31st March 2023 (compared to 2022 & 2017)

All things being equal, we would expect to approx. 79% female in each quartile and 21% male at NSCHT



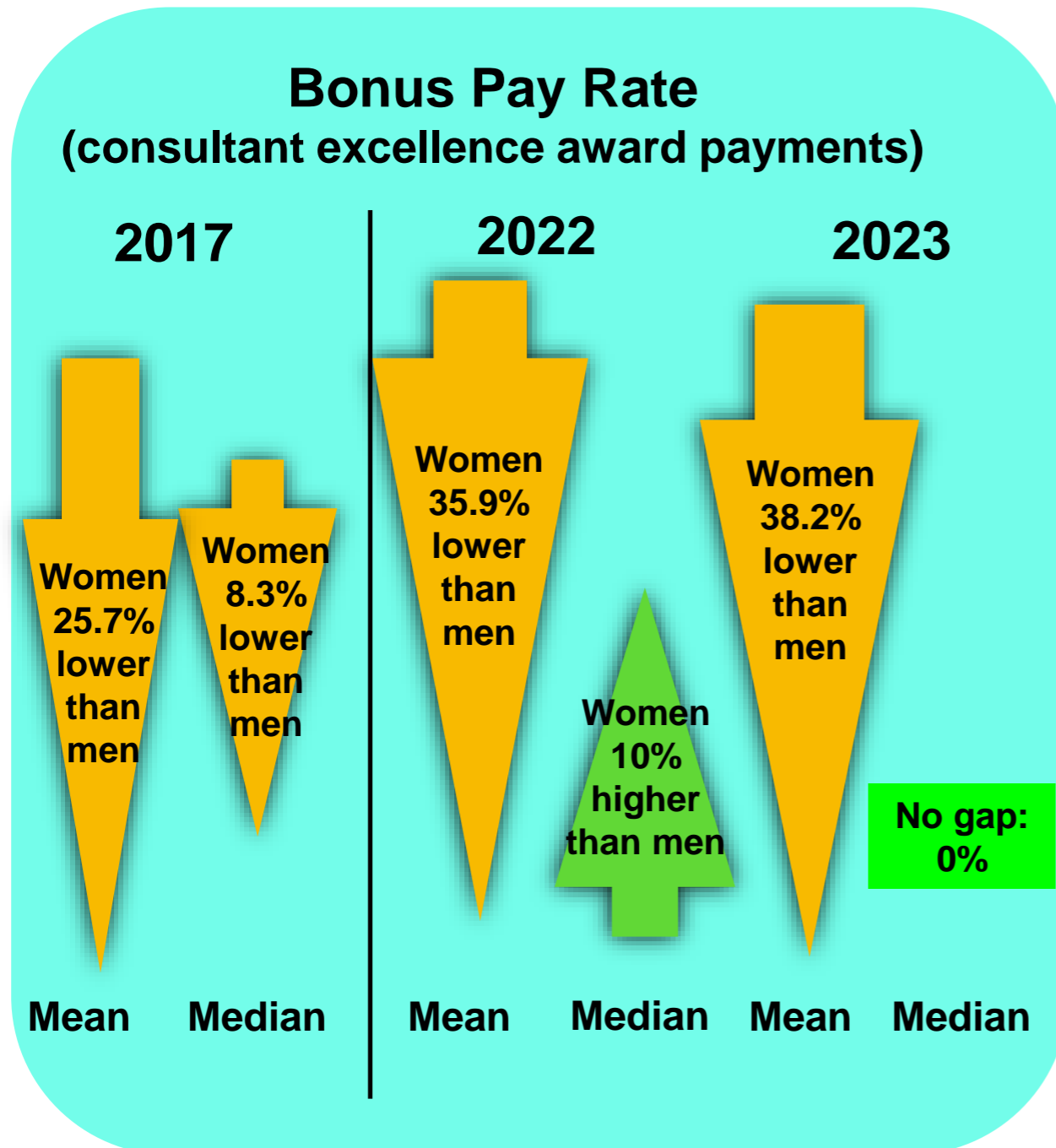
Women still comparatively under-represented, but gap closing /

- Q1** Lower Quartile (up to top Band 3)
- Q2** Lower Middle Quartile (Band 4 to top Band 5)
- Q3** Upper Middle Quartile (Band 6 to mid scale Band 7)
- Q4** Upper Quartile (Mid Band 7 and above)

NB The numbers displayed represent the **ratio of female to male workers** in each pay quartile

Bonus Pay

[N.B. only relates to Clinical Excellence Awards Scheme (eligible to medical consultants)
– no other bonus schemes are in operation]



Gender	Mean Bonus Pay	Median Bonus Pay
Male	£10,812 (£19,324)	£1,280 (£15,080)
Female	£4,125 (£12,383)	£1,280 (£16,588)
Difference	£6,687 (£6,941)	£0.00 (-£1,507*)
Bonus Pay Gap %	38.15% (35.92%)	0.0% (-10.00%*)

*NB a negative difference means that women's average bonus pay is higher than that for men.

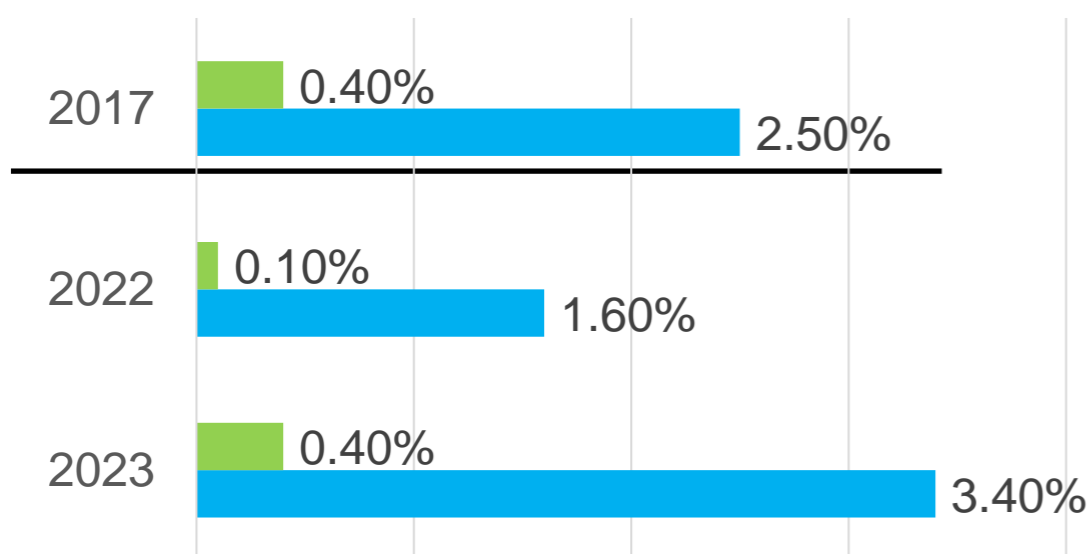
Our Trust bonus pay data is skewed by the small number of bonus payments paid (as a percentage of the entire workforce) and large variation in bonus payment amount (range: £640 - £36,192)

Percentage in receipt of Bonus Pay (CCE awards)

This data forms our reported Bonus Pay Gender Pay Gap data

Those in receipt of bonus pay as a % of ALL staff

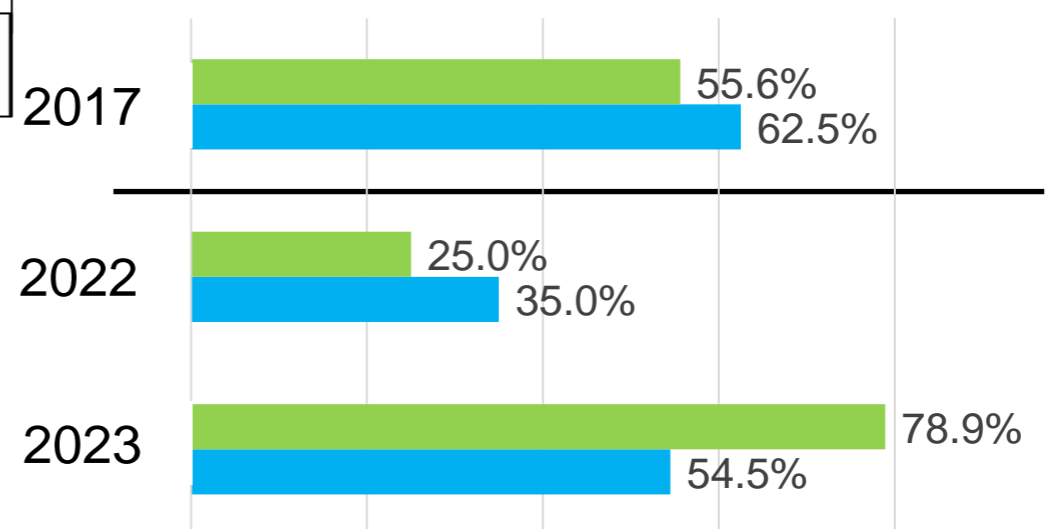
% of total staff in receipt of bonuses



This data is arguably more meaningful as it includes **only eligible employees** (consultants eligible for CCE award scheme)

Those in receipt of bonus pay as a % of ELIGIBLE staff (consultants)

% of eligible staff in receipt of bonuses



Just 6 (3 in 2022) women and 14 men (7 in 2022) were in receipt of CCE award payments in 2023

NSHCT Gender Pay 7-year Summary



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General Hospital

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	Year 7	Year 6	Year 5	Year 4	Year 3	Year 2	Year 1
(data for 1 st April – 31 st March for each respective year)	2023	2022	2021	2020	2019	2018	2017
Women's mean hourly rate in relation to men's ¹	14.0%	16.6%	17.3%	17.7%	17.7%	14.8%	15.6%
Women's median hourly rate in relation to men's ¹	2.1%	3.3%	6.8%	6.5%	9.1%	3.6%	4.5%
% of men receiving bonus pay ²	3.4%	1.6%	2.0%	2.4%	2.5%	2.8%	3.6%
% of women receiving bonus pay ²	0.4%	0.2%	0.2%	0.2%	0.4%	0.2%	0.4%
Women's mean bonus pay ² in relation to men's	38.2%	35.9%	27.2%	23.4%	20.0%	28.0%	25.7%
Women's median bonus pay ² in relation to men's	0.0%	-10.0%	-1.4%	-13.1%	14.2%	-3.4%	8.3%
Top / upper salary quartile (Q4) ³ - % Men	25.8%	27.4%	27.8%	27.0%	27.5%	28.5%	28.7%
Top / upper salary quartile (Q4) ³ – % Women	74.2%	72.6%	72.2%	73.0%	72.5%	71.5%	71.3%
Upper Middle salary quartile (Q3) ³ - % Men	18.7%	20.2%	19.9%	19.7%	21.0%	22.9%	22.3%
Upper Middle salary quartile (Q3) ³ – % Women	81.3%	79.8%	80.1%	80.3%	79.0%	77.2%	77.7%
Lower Middle salary quartile (Q2) ³ - % Men	21.2%	22.6%	21.6%	24.9%	21.0%	22.2%	21.9%
Lower Middle salary quartile (Q2) ³ – % Women	78.8%	77.4%	78.4%	75.1%	79.0%	77.8%	78.1%
Bottom / Lower salary quartile (Q1) ³ - % Men	18.1%	15.5%	15.5%	14.8%	15.8%	19.3%	18.1%
Bottom / Lower salary quartile (Q1) ³ – % Women	81.9%	84.5%	84.5%	85.2%	84.2%	80.7%	81.9%

Taking Action

- Whilst recognising that it takes time to change established gender pay norms, it is clear that measures to date have not yet improved the Trust's Gender Pay Gap position. **In 2024, the Trust will continue to focus on:-**

1. Flexible Working for all
– for both new and existing staff, all genders

2. Fair, Equitable and Inclusive Talent Management Career Progression for all
- at every level of the Trust

3. Clinical Excellence Awards
– continuing to support more female consultants to successfully apply for these Awards

Intersectionality – linking the GPG with other protected characteristics

- We will also work collectively as a Staffordshire system to consider and act on common local Gender Pay themes. We will do this by including analysis of the latest gender pay data: by band, by professional group, by ethnicity and by age to support more targeted action on gender pay equality blockers.