



North Staffordshire
Combined Healthcare
NHS Trust

Detailed Gender Pay Gap Report

For period:-

1 April 2018 – 31 March 2019

To be published by end March 2020

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Message from Shajeda Ahmed, Director of Workforce & Inclusion

I am pleased to share the third Gender Pay Gap report for North Staffordshire Combined Healthcare NHS Foundation Trust, which is a welcome addition to the workforce data that enables the Trust to monitor diversity and informs decision making regarding workforce inequalities.

The workforce in NSCHT is predominantly female, which is in common with the wider NHS, and the Trust has a strong track record of working to develop greater diversity and inclusion within the workforce. However, it is important to recognise that inequalities do exist and positive action must be taken to address these inequalities.

Legislation has made it statutory for organisations with 250 or more employees to report annually on their gender pay gap since 31st March 2017. These regulations underpin the Public Sector Equality Duty and require the relevant organisations to publish their gender pay gap data annually by 31 March, as at 31 March the previous year. This report covers the data for three years of data since reporting began, ie:-

- 1st April 2016 – 31st March 2017 (baseline year)
- 1st April 2017 – 31st March 2018 (year 2)
- 1st April 2018 – 31st March 2019 (year 3)

This report sets out the information that the Trust is required to publish (also available in summary format and also on the Government Gender Pay Reporting webpages) and some further information that has informed current action planning. The actions identified are included at the end of this report. The Trust will continue to build on the good progress already made in promoting diversity and inclusion within the workforce and living our Proud to CARE values of Compassionate, Accessible, Responsible and Excellent.

Shajeda

Introduction

Since the 30th March 2017, it has been a legal requirement for public sector organisations with more than 250 employees to report annually on their Gender Pay Gap. The first report was published in March 2018 and be based on a 'snapshot' of data, as at 31st March 2017. This second report was published in 2019 and covered the period to 31st March 2018. This third Gender Pay Gap Report covers the period 1st April 2018 - 31st March 2019 (alongside data from the previous 2 years). To comply with national reporting requirements, the Trust must report on:-

- mean and median gender pay gap
- mean and median gender bonus gaps
- the proportion of men and women who received bonuses, and
- the proportions of male and female employees in each pay quartile

The definitions of ordinary and bonus pay used in preparing this report are as set out in the Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017, ACAS and NHS Employers guidance.

The gender pay gap shows the difference in the average pay between all men and women in a workforce. The gender pay gap is different to equal pay. Equal pay deals with the pay differences between men and women who carry out the **same or similar jobs** or for **work of equal value**. It is unlawful to pay people unequally on the basis of gender. It is quite possible to have pay equality but still have a significant gender pay gap.

The Trust is committed to the principle of equal treatment (including equal pay for work of equal value) for all employees, regardless of gender or gender identity, race, religion or belief, age, marriage or civil partnership, pregnancy/maternity, sexual orientation, disability or any other characteristic. The Trust has a largely female workforce, like many other NHS organisations, with 79% female of the workforce and 21% male as at 31st March 2019 (77% female and 23% male as at 31st March 2018).

Definitions and Scope

There are **six measures** that must be included in a Gender Pay Report. These are:

1. the **mean gender pay gap**
2. the **median gender pay gap**
3. the **mean gender bonus gap**
4. the **median gender bonus gap**
5. the **proportions of men and women who received a bonus**
6. the **proportions of men and women in each quartile pay bands**

The gender pay gap is defined as the difference between the mean or median hourly rate of pay that male and female colleagues receive. The mean pay gap is the difference between average hourly earnings of men and women, i.e. the hourly gap divided by the average for men equates to the mean gender pay gap. The median pay gap is the difference between the midpoints in the ranges of hourly earnings of men and women. It takes all salaries in the sample, lines them up in order from lowest to highest, and picks the middle-most salary.

The report is based on rates of pay as at 31 March 2019, and bonuses paid in the year 1st April – 31st March 2019 ('Year 3'). It includes all workers in scope for each period. Those 'in scope' are staff employed at the Trust under a contract of employment including those under Agenda for Change terms and conditions, medical staff, and senior managers at the snapshot date of 31st March in each respective data year. **This includes the Trust's bank staff.** Staff working in a hosted organisation but employed by NSCHT are also included in this report (eg North Staffordshire Conference Centre; CYP Trailblazers) – amounting to 20 employees in 2018-19. Any workers employed by other organisations, but providing services on behalf of the Trust (eg Serco, MIND employees working in the Healthy Minds service, any other contractors) are **not included**. All data is taken from the Electronic Staff Record (ESR) system.

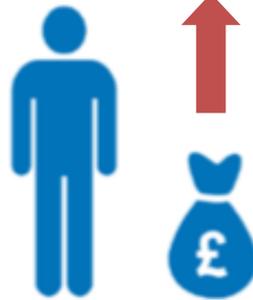
Gender Pay Gap and Pay Quartiles by Gender

Mean Gender Pay Gap



Yr 2: 14.8% £2.74 per hour
 Yr 3: 17.7% £3.47 per hour

Median Gender Pay Gap

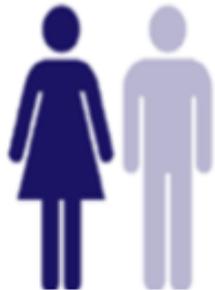


3.6% £0.54 per hr
 9.1% £1.45 per hr

Our mean gender pay gap fell to 14.8% in 2018, but then **increased to 17.7% in 2019** (a bigger gap than baseline year). Correspondingly, our median gender pay gap fell to 3.6% in 2018, but **then increased to 9.1%** (considerably bigger than baseline year). Analysis by 'Pay Quartiles' helps to explain this gap. In the middle 2 categories, the Trust gender profile in each year is broadly representative of the overall workforce. However, in the lower quartile, **men are under-represented** compared to the overall gender profile of the Trust, and in the upper quartile, **women are under-represented**. The Trust employs significantly more women than men in every category.

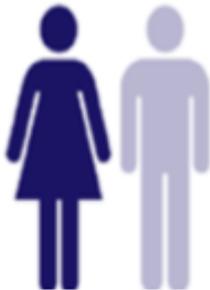
Staff by Earning Quartiles

Lower Quartile



Yr 2: 80.7% 19.3%
 Yr 3: 84.2% 15.8%

Lower Middle Quartile



77.8% 22.2%
 79.0% 21.0%

Upper Middle Quartile



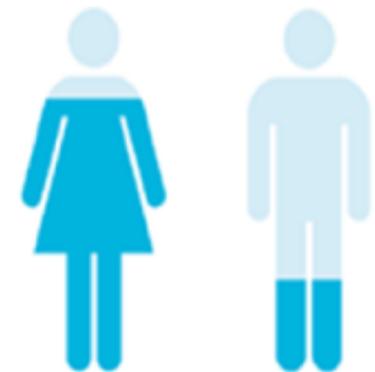
77.2% 22.9%
 79.0% 21.0%

Upper Quartile



71.5% 28.5%
 72.5% 27.5%

Trust Gender Profile



Yr 2: 77.4% 22.6%
 Yr 3: 78.6% 21.4%

Bonus Pay – Gender Pay Gap Bonus Pay

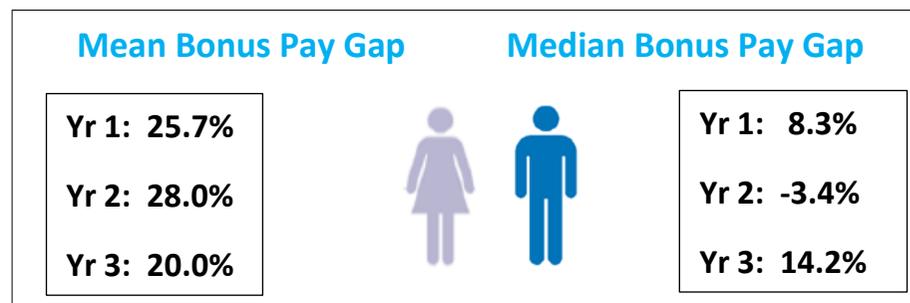
Within the Gender Pay Gap Regulations, ‘bonus pay’ means any remuneration that is in the form of money relating to profit sharing, productivity, performance, incentive or commission. For Bonus Pay, all staff are included that were employed as at the snapshot date. The regulations set out that bonus pay does not include ordinary pay, overtime pay, redundancy pay or termination payments. Waiting list initiatives have been considered in as overtime pay and are therefore excluded.

For the purpose of Gender Pay Reporting, at CUH only the medical staff groups are in receipt of bonus payments.

Clinical Excellence Awards (CEAs) payments are regarded as ‘bonus pay’. The Clinical Excellence Awards (CEA) scheme is intended to recognise and reward those Consultants who perform ‘over and above’ the standard expected for their role. Awards are given for quality and excellence, acknowledging exceptional personal contributions towards the delivery of safe and high quality care to patients and to the continuous improvement of NHS.

A review by Medical staffing highlights that female Consultants are less likely to apply for CEAs. The Trust will continue to monitor the number of Consultants who both apply and are granted Clinical Excellence awards by gender and other protected characteristics. Work has commenced to highlight the data with the Consultant workforce and a number of actions including workshops for applicants, more detailed feedback to applicants and scorers, anonymization of forms and the introduction of a new category to better recognise local contribution.

Gender	Employees Paid Bonus		Total Employees		% Receiving Bonus	
	Yr 2	Yr 3	Yr 2	Yr 3	Yr 2	Yr 3
Female	3	5	1268	1270	0.24%	0.39%
Male	11	10	392	345	2.81%	2.89%



Change in Mean and Median Hourly Pay: Comparison to previous years

Change in the Mean Hourly Rates of Pay and Gender Pay Gap

Gender	Yr 2 - 2018 Mean Hourly Rate	Change since Previous Year	Yr 3 - 2019 Mean Hourly Rate	Change since Previous Year
Female	£15.83	+ £0.11	£16.06	+ £0.23
Male	£18.57	-£0.06	£19.53	+ £0.96
Difference	£2.75	-£0.16	£3.47	+ £0.72
Pay Gap %	14.79%	-0.85%	17.75%	+ 2.96%

The mean average gender pay gap reduced slightly in the second year of reporting, **but increased again in the third year to a position higher than baseline position.**

The mean average hourly rate for female staff has increased by £0.34 (23p + 11p) in the period since baseline, and has increased by 90p for men (96p-6p).

Change in the Median Hourly Rates of Pay and Gender Pay Gap

Gender	Yr 2 - 2018 Median Hourly Rate	Change since Previous Year	Yr 3 - 2019 Median Hourly Rate	Change since Previous Year
Female	£14.70	+ £0.32	£15.96	+ £1.27
Male	£15.24	+ £0.17	£14.51	-£0.73
Difference	£0.54	-£0.14	£1.45	+ £0.91
Pay Gap %	3.55%	-0.97	9.10%	+ 5.55%

The median average gender pay gap reduced in the second year, but then **significantly increased to a position greater than the baseline position** (9.1%, compared to 4.5% in 2017) in year 3.

The median average hourly rate for female staff has increased by £1.59 (£1.27+£0.32) and has decreased by 56p (73p-17p) over the 3 year period.

Taking Action to Reduce the Gender Pay Gap

The Trust welcomes the opportunity to publish this third Gender Pay Gap Report. The Trust has a **mean gender pay gap (as at 31 March 2019) of 17.7%** and **median gender pay gap of 9.1%**. The primary drivers of this gap are the higher proportion of women in lower banded roles, a higher representation of men than women in the upper quartile and a higher number of male consultants than female consultants within the upper quartile. Additionally, we have seen a disproportionate number of female staff joining the organisation during 2018-19 (230 female new starters in 2018-19, compared to 164 female leavers), whilst the number of males joining and leaving the Trust has remained broadly constant.

NSCHT is committed to ensuring workforce equity and we will continue to work towards developing a more equitable gender pay gap through the following actions:-

1. We will seek to identify and review any barriers that may prevent women from applying and being selected for senior medical roles, other senior clinical roles and senior management roles.
2. We will take action to attract women into senior appointments in the Trust, addressing identified barriers. We will also encourage men to apply for roles predominantly filled by women to support creation of a more even gender balance.
3. We will continue to work to encourage female consultant medical staff to apply for Clinical Excellence Awards and ensure that Awards Panels are well-versed on equality and unconscious bias.
4. We will actively support women who return to work after their maternity or adoption leave and will continue to communicate and promote caring initiatives for both men and women, such as shared parental leave and other flexible working opportunities.
5. We will be mindful of, and work to address the additional inequalities faced by, women with multiple intersectional protected characteristics, such as BAME women, LGBT women and women with disability.

We will continue to develop our action on Gender Pay as we develop our understanding of the issues affecting gender pay difference for different groups across our workforce.

Appendices

Appendix 1: The Data :

- 1a: 2017 data**
- 1b: 2018 data**
- 1c: 2019 data**
- 1d Three year data summary**

Appendix 2: The Data in Charts

- 2a Workforce Gender Profile (2017-19)**
- 2b Gender Pay Gap (2017-19)**
- 2c Salary Quartiles (2017-19)**
- 2d Bonus Pay (2017-19)**

Appendix 1a: NSCHT Gender Pay Gap Summary (31 March 2017)

Standard	Male	Female	Pay Gap
Mean hourly rate of pay (all employees)	£18.63	£15.72	15.6% (£2.91/hr)
Median hourly rate of pay (all employees)	£15.07	£14.38	4.5% (£0.68/hr)
Mean bonus pay per annum (NB the only bonuses paid at NSCHT are Clinical Excellence Awards paid to some consultants according to national protocol)	£17,352	£12,890	25.7% (£4,463 pa gap)
Median bonus pay per annum (NB as above)	£11,934	£10,941	8.3% (£993 pa gap)
The proportion of male and female employees paid a bonus (all employees)	3.6%	0.4%	Relates to 19 medical (consultant) staff (14 Male; 5 Female)
The proportion of male and female employees paid a bonus (consultants only)	77.7%	44.5%	
Proportion of male and female employees in each pay quartile:-	Male	Female	Hourly Rate
Quartile 1 (lower quartile: lowest paid 25% of employees)	18.1%	81.0%	Data not available
Quartile 2 (lower middle)	21.9%	78.1%	
Quartile 3 (upper middle)	22.3%	77.7%	
Quartile 4 (upper quartile: highest 25% of employees)	28.7%	71.3%	

Appendix 1b: NSCHT Gender Pay Gap Summary (31 March 2018)

Standard	Male	Female	Pay Gap
Mean hourly rate of pay (all employees)	£18.57	£15.83	14.8% (£2.74 /hr)
Median hourly rate of pay (all employees)	£15.24	£14.70	3.6% (£0.54 / hr)
Mean bonus pay per annum (NB the only bonuses paid at NSCHT are Clinical Excellence Awards paid to some consultants according to national protocol)	£17,306	£12,456	28.0% (£4,850 pa gap)
Median bonus pay per annum (NB as above)	£14,567	£15,068	-3.4% (-£501 pa gap) (women higher than men)
The proportion of male and female employees paid a bonus (all employees)	2.8%	0.2%	Relates to 14 medical (consultant) staff (11 male & 3 female)
The proportion of male and female employees paid a bonus (consultants only)	57.9%	23.1%	
Proportion of male and female employees in each pay quartile:-			
	Male	Female	Hourly Rate
Quartile 1 (lower quartile: lowest paid 25% of employees)	19.3%	80.7%	£3.50 – 11.60
Quartile 2 (lower middle)	22.2%	77.8%	£11.60 – 14.70
Quartile 3 (upper middle)	22.9%	77.2%	£14.70 – 18.34
Quartile 4 (upper quartile: highest 25% of employees)	28.5%	71.5%	£18.36 - £71.47

Appendix 1c: NSCHT Gender Pay Gap Summary (31 March 2019)

Standard	Male	Female	Pay Gap Percentage
Mean hourly rate of pay (all employees)	£19.53	£16.06	17.7% (£3.47 /hr gap)
Median hourly rate of pay (all employees)	£15.96	£14.50	9.1% (£1.46 / hr gap)
Mean bonus pay per annum (NB the only bonuses paid at NSCHT are Clinical Excellence Awards paid to some consultants according to national protocol)	£28,266	£22,607	20.0% (£5,659 PA gap)
Median bonus pay per annum (NB as above)	£24,827	£21,312	14.2% (£3,515 PA gap)
The proportion of male and female employees paid a bonus (all employees)	2.5%	0.4%	Relates to 15 consultant (medical) staff (10 male & 5 female)
The proportion of male and female employees paid a bonus (consultants only)	58.8%	44.5%	
Proportion of male and female employees in each pay quartile:-	Male	Female	Hourly Rate
Quartile 1 (lower quartile: lowest paid 25% of employees)	15.8%	84.2%	£3.69 - £11.77
Quartile 2 (lower middle)	21.0%	79.0%	£11.77 - £14.82
Quartile 3 (upper middle)	21.0%	79.0%	£14.82 - £18.74
Quartile 4 (upper quartile: highest 25% of employees)	27.5%	72.5%	£38.74 - £139.70

Appendix 1d: NSCHT Gender Pay Gap Three Year

	Year 3 2019	Year 2 2018	Year 1 2017
Women's mean hourly rate is x% lower than men's	17.7% 	14.8% 	15.6%
Women's median hourly rate is x% lower than men's	9.1% 	3.6% 	4.5%
% of men receiving bonus pay ¹	2.5% 	2.8% 	3.6%
% of women receiving bonus pay ¹	0.4% 	0.2% 	0.4%
Women's mean bonus pay ¹ is x% lower than men's	20.0% 	28.0% 	25.7%
Women's median bonus pay ¹ is x% lower than men's	14.2% 	-3.4% 	8.3%
Top / upper salary quartile ² - % Men	27.5% 	28.5% 	28.7%
Top / upper salary quartile ² - % Women	72.5% 	71.5% 	71.3%
Upper Middle salary quartile ² - % Men	21.0% 	22.9% 	22.3%
Upper Middle salary quartile ² - % Women	79.0% 	77.2% 	77.7%
Lower Middle salary quartile ² - % Men	21.0% 	22.2% 	21.9%
Lower Middle salary quartile ² - % Women	79.0% 	77.8% 	78.1%
Bottom / Lower salary quartile ² - % Men	15.8% 	19.3% 	18.1%
Bottom / Lower salary quartile ² - % Women	84.2% 	80.7% 	81.9%

Notes

¹The number of people receiving bonus pay in the Trust is small - only 14 people in 2017-18 and 15 people in 2019 (all consultant medical staff).

²The Trust workforce profile as at 31 March 2018 is 23.3% male and 76.7% female and at 31 March 2019 is 21.4% male and 78.6% female.

Key

	Score UP, high score good
	Score DOWN, low score good
	Score UP, low score good
	Score DOWN, high score good

Chart 2a:

Workforce Gender Profile (2017-19)



North Staffordshire
Combined Healthcare
NHS Trust

Workforce Profile

2019 - 78.6% ↑
2018 - 77.4% ↑
2017 - 77.2%



2019 - 21.4% ↓
2018 - 22.6% ↓
2017 - 22.8%

Our proportion of female workers has increased slightly over both years of reporting, and correspondingly, our proportion of male workers has reduced slightly.

Chart 2b:

Gender Pay Gap (2017-19)

Women's Hourly Rate

(compared with male rate)

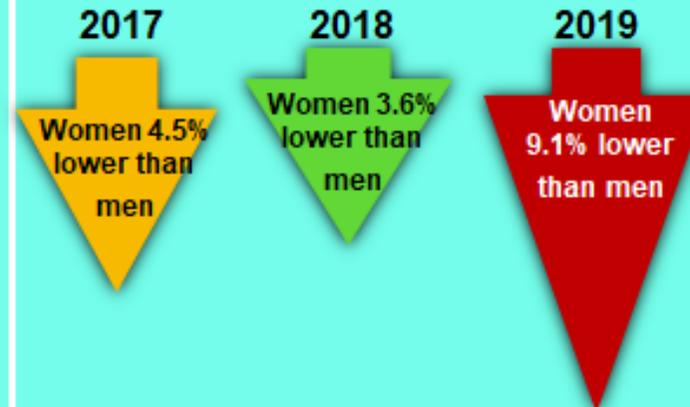


Mean Average (Women compared with Men)



Hourly Pay Rate	2017	2018	2019
Male	£18.63	£18.57	£19.53
Female	£15.72	£15.83	£16.06
Difference	£2.91	£2.75	£3.47
Gender Pay Gap	15.6%	14.8%	17.8%

Median Average (Women compared with Men)



Hourly Pay Rate	2018	2017	2019
Male	£15.24	£15.07	£14.51
Female	£14.70	£14.38	£15.96
Difference	£0.54	£0.68	£1.45
Gender Pay Gap	3.55%	4.5%	9.1%

Chart 2c:

Salary Quartiles (2017-19)

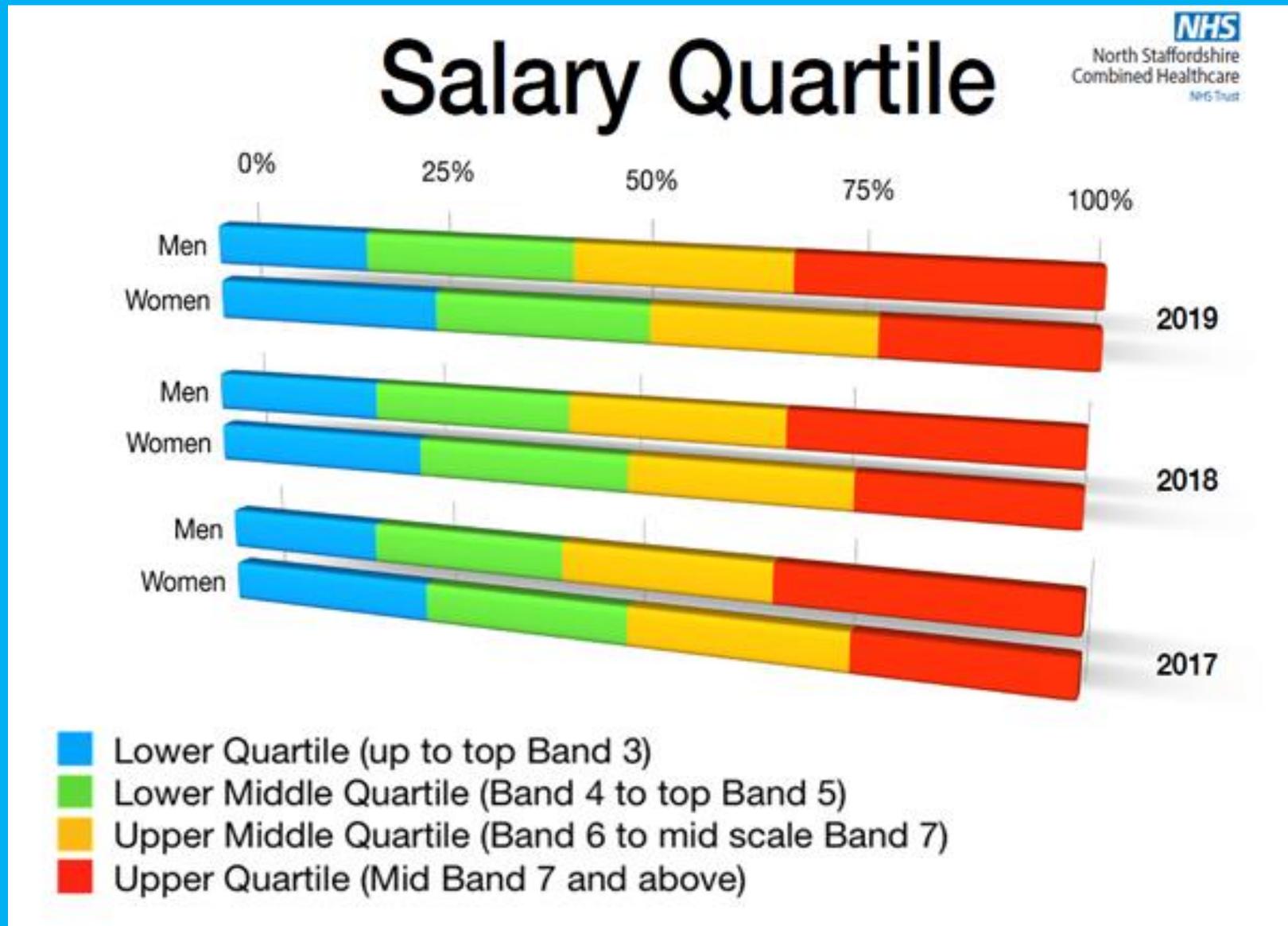
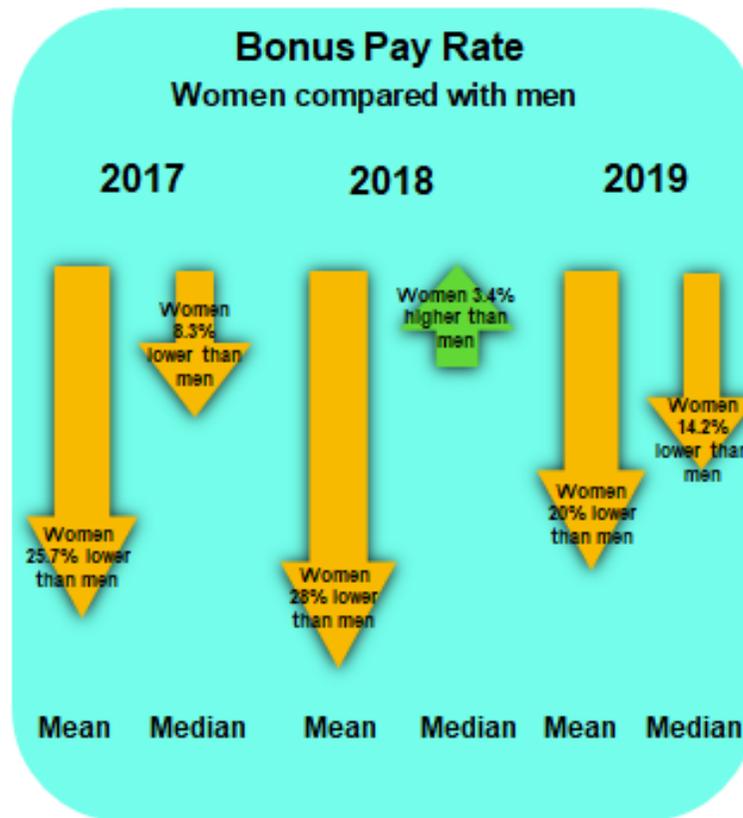


Chart 2d:

Bonus Pay (2017-19)

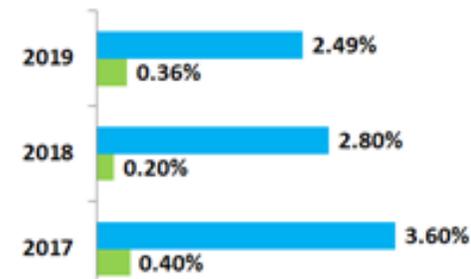
Bonus Pay

(N.B. only contains consultants' data)



Percentage receiving Bonus Pay Women compared with men

All staff



Eligible staff (consultants)

