



Gender Pay Report 2022 for North Staffordshire Combined Healthcare NHS Trust

Data as at 31 March 2022 (Sixth Year of Reporting)

V1.0



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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NHS

North Staffordshire
Combined Healthcare
NHS Trust

This year's data tells us

- We have a slightly more female workforce than the NHS as a whole, at just under 79% female in 2022.
- Our mean and median gender pay gaps have reduced slightly in 2022. These are broadly in line with national average and national (NHS) levels since 2017 (baseline year).
- In 2022, women in the Trust are paid a mean average of **£3.51 per hour less** than men (median difference: women paid 57p less per hour)
- There is a continued pattern of over-representation of women in the lower pay quartile (lowest paid roles) and corresponding under-representation in the upper quartile (highest paid roles).
- In relation to Bonus Pay, 3 female consultant staff (of 12) [25%] are in receipt of bonus payments (clinical excellence awards). Seven male consultant staff (of 20) [35%] are in receipt of bonus payments (clinical excellence awards).
- While the female percentage has remained the same, the percentage of male consultants in receipt of bonus payments has fallen.
- **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.**

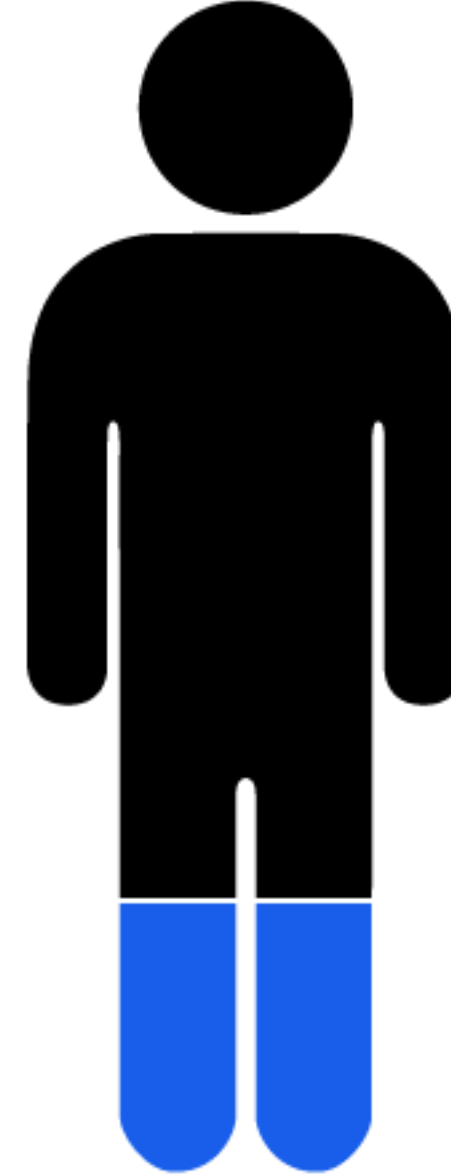
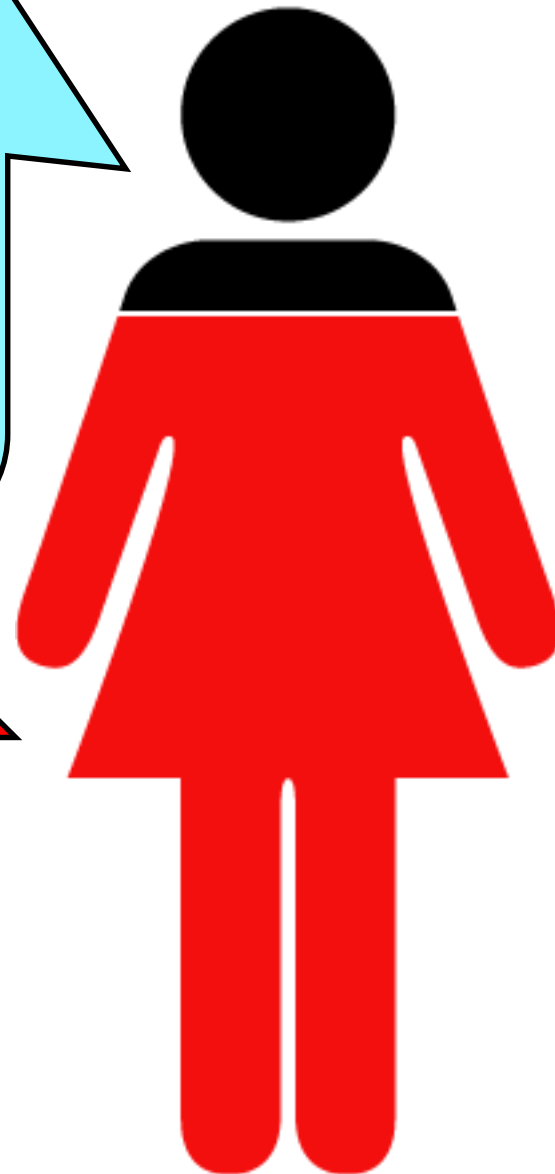
Workforce Gender Profile

Our proportion of female workers has been increasing since 2017 (to almost 80% in 2021).

This fell very slightly in 2021-22, to just under 79%

2022 – 78.6%

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



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 been reducing, but increased very slightly in 2021-22.

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

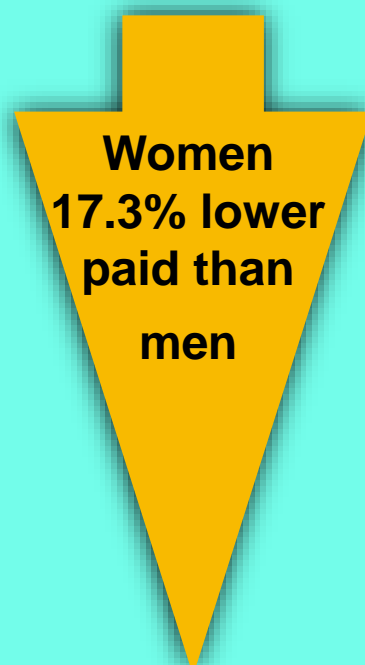
MEAN Average

(Women compared with Men)

2017



2021



2022



Hourly Pay Rate	2017	2021	2022
Male	£18.63	£20.42	£21.08
Female	£15.72	£16.88	£17.58
Difference	£2.91	£3.54	£3.51
Gender Pay Gap	15.6%	17.3%	16.6%

MEDIAN Average

(Women compared with Men)

2017



2021



2022



Hourly Pay Rate	2017	2021	2022
Male	£15.07	£16.80	£17.09
Female	£14.38	£15.66	£16.52
Difference	£0.68	£1.14	£0.57
Gender Pay Gap	4.5%	6.8%	3.3%

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

Salary Quartiles

as at 31st March 2022 (compared to 2017)

Quartile 1:
Lower Quartile

Quartile 2:
Lower Middle

Quartile 3:
Upper Middle

Quartile 4:
Upper Quartile

Female 2022

84.5

77.4

79.8

72.6

Women increasingly over-represented

Women still comparatively under-represented, but gap closed slightly

Male 2022

15.5

22.6

20.2

27.4

Female 2017

81.0

78.1

77.7

71.3

Male 2017

18.1

21.9

22.3

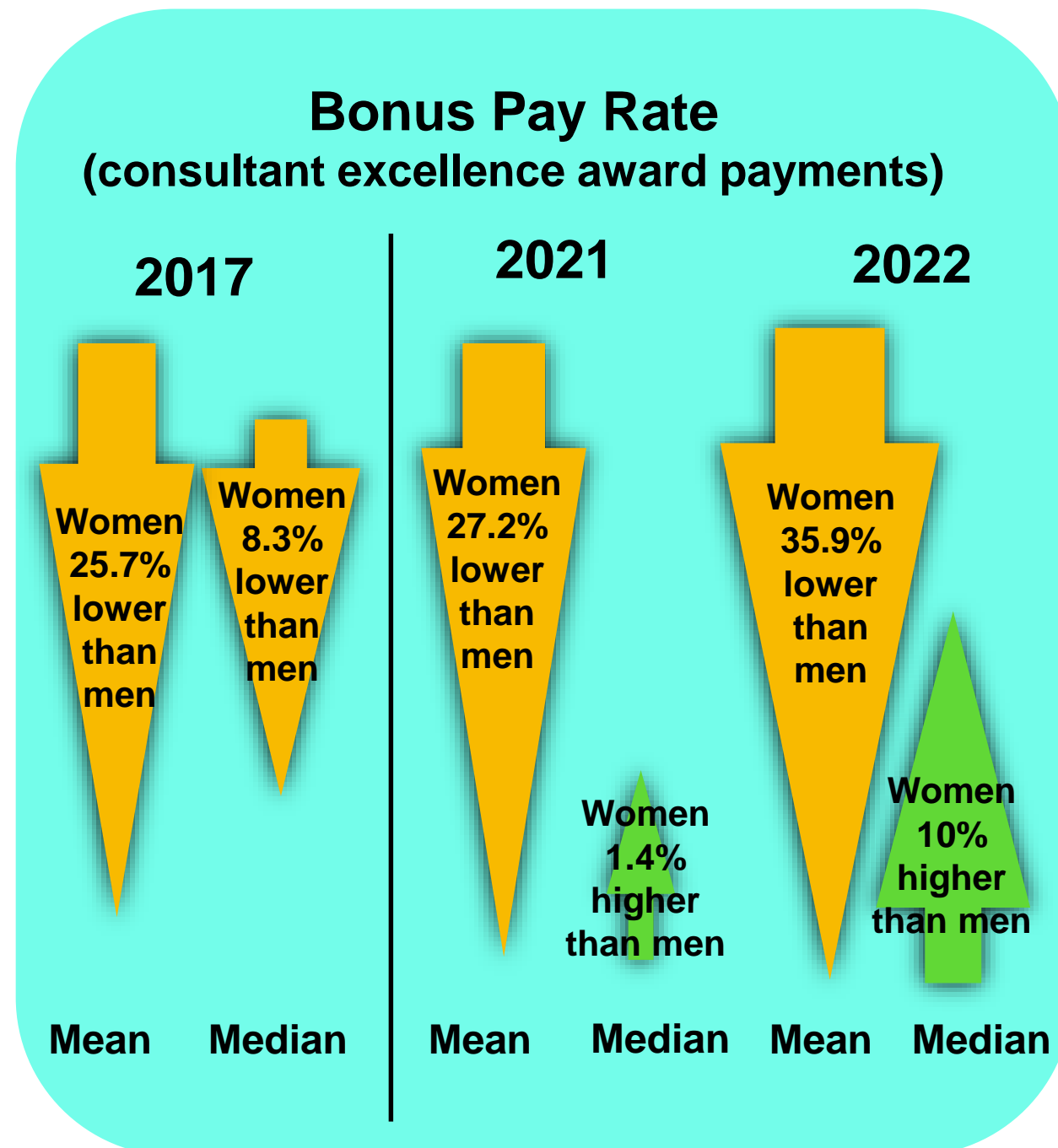
28.7

- 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 **percentage of male to female 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	£19,324	£15,080
Female	£12,383	£16,588
Difference	£6,941	-£1,507*
Bonus Pay Gap %	35.92%	-10.00%*

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

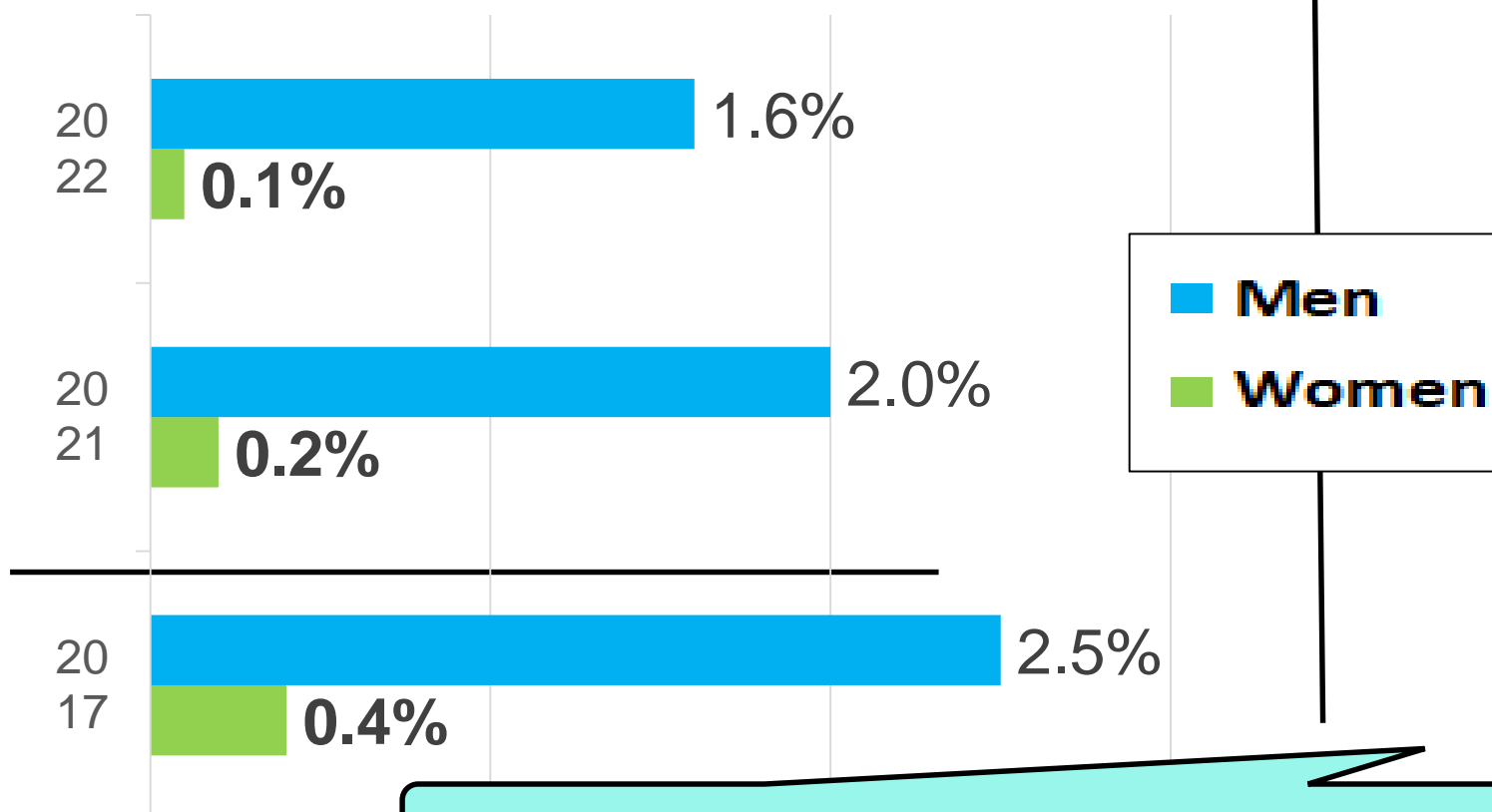
Our Trust bonus pay data is skewed by the small number of bonus payments paid (as a percentage of the entire workforce) and large variation in bonus payment amount (range: £2,464.60 : £36,192.00)

Percentage in receipt of Bonus Pay (CCE awards)

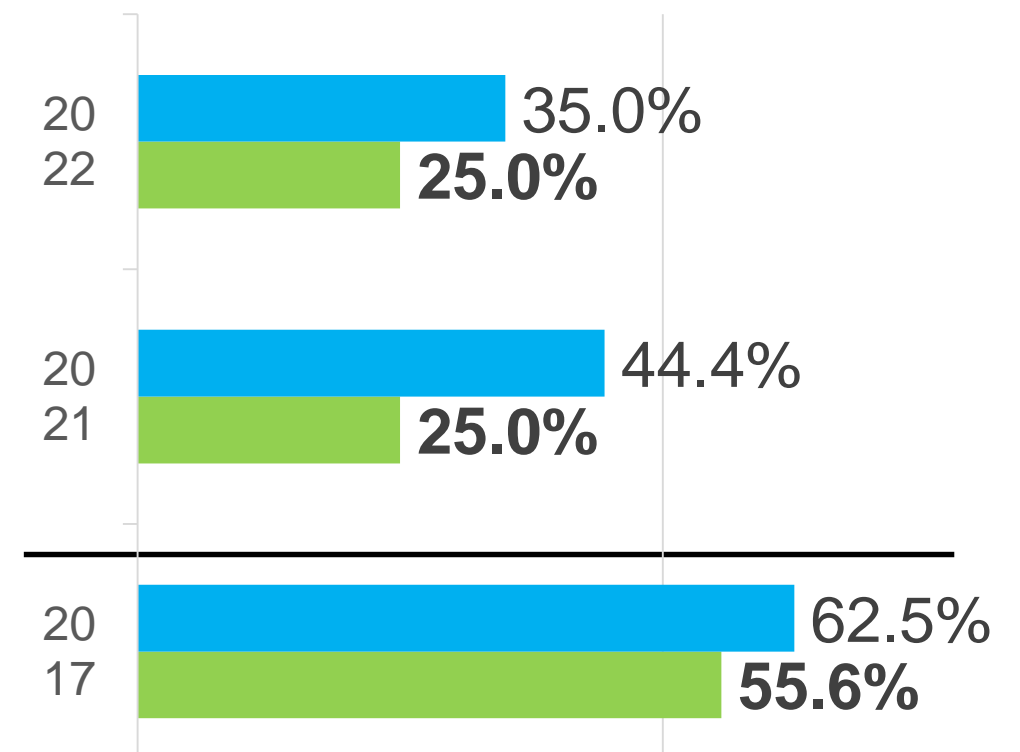
This data forms our reported Bonus Pay Gender Pay Gap data

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 ALL staff



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



Just 3 women and 7 men were in receipt of CCE award payments in 2022

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 2022-23, the Trust will continue to focus on:-**

1. Flexible Working for all

– for both new and
existing staff, all
genders

2. Fair and Equitable 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.

Gender Pay 5-year Summary

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