

Sustaining High Quality Care through Inclusion

Gender pay gap report 2018

We are inclusive. We are diverse. We are you.



**LEADERSHIP
THE PRIDE WAY**

1.0 ABOUT US

Following Government consultation, from 31 March 2017 it became mandatory for public sector organisations with 250+ staff to report annually on their gender pay gap – essentially the difference in earnings between males and females. This is our second report.

Reporting on our gender pay gap is important. This requirement is designed to enable us to understand if a gender pay gap exists and the reasons for it. This in turn enables us to identify corrective actions for any disproportionate difference.

This report includes definitions of the gender pay gap, our calculations, analysis and actions.

Valuing the diversity of our workforce is fundamental to realising our vision to provide outstanding healthcare to our community delivered with PRIDE and being an employer of choice. 77% of our workforce is female and we therefore welcome the introduction of this mandatory requirement. This complements the mandatory requirement set out in the Equality Act 2010 to publish information on the diversity of our workforce.

Claire O'Toole
Head of Inclusion

Gill Dyerson
Workforce Information and RA Manager

2.0 GENDER PAY GAP REPORTING

Gender pay gap reporting ensures we have the same level of consistency and transparency as with our other diversity data, published in our annual Equality Diversity and Inclusion Report. It is appropriate all our staff know how our pay systems operate and if there are any apparent inequalities within these.

The Office for National Statistics has found that for the UK as a whole, the gender pay gap fell to 8.6% among full-time employees in 2018¹. A discrepancy therefore still exists which favours men.

Gender pay gap reporting is different to equal pay for equivalent work which ensures males and females who carry out the same jobs, similar jobs or work of equal value are paid the same, in line with legislative requirements.

3.0 CONTEXT

Our 6,560 directly employed staff deliver primarily acute hospital care to the populations of Barking, Havering, Redbridge and Essex. Our staff work hard to deliver services that reflect our Trust PRIDE values of passion, responsibility, innovation, drive and empowerment, all of which are strengthened by our commitment to equality, diversity and inclusion.

Robust and equitable approaches to pay and reward ensures our practice supports our goal to be an employer of choice. We also recognise that positive staff experience, within a culture that promotes and acts on fairness, leads to positive clinical outcomes and organisational performance.

The national NHS terms and conditions of service handbook contains agreements on pay and conditions of service for the majority of staff. This includes arrangements for job evaluation to determine job bandings.

Medical staff are covered by their own national arrangements. Pay for very senior managers is determined locally in accordance with NHS Employers guidance on pay for this group.

Our strong regulatory requirements and pay controls mean that, across the NHS, there is a lower overall gender pay gap than in the private sector². An NHS Employers infographic is attached at appendix a.

¹ Gender Pay Gap in the UK, Office for National Statistics, 2018

² Research Report 110, Pay Gaps Research: Tackling gender, disability and ethnicity pay gaps: a progress review, Duncan Brown, Catherine Rickard and Andrea Broughton, The Institute for Employment Studies, 2017

4.0 METHODOLOGY

The national NHS integrated personnel and payroll system, the Electronic Staff Record, has been developed to provide reports that calculate our mandatory gender pay gap data.

Data covers all staff on a contract of employment, a contract of apprenticeship or a contract personally to do work. This includes those on Agenda for Change terms and conditions, medical staff and very senior managers. All calculations relate to a required standard pay period that includes 31 March 2018.

The following definitions have been used:

Definition	
staff	all substantive staff in receipt of their full contractual pay as at 31 March 2018 and any Trust employed temporary staff paid in this reporting period
ordinary pay	includes basic pay, paid leave, including annual, sick, maternity, paternity, adoption or parental leave (except where an employee is paid less than usual or nothing because of being on leave), high cost area and other allowances, shift premium pay, defined as the difference between basic pay and any higher rate paid for work during different times of the day or night, pay for piecework; excludes overtime, redundancy or termination of employment payments, pay in lieu of leave, pay remuneration provided otherwise than in money
bonus pay	includes payments relating to performance, productivity, incentive, commission or profit-sharing; excludes overtime, redundancy, pay relating to termination of employment.
hourly rate	the amount of money paid, or earned for every hour worked
mean	the mean gender pay gap is the difference between the mean hourly rate of pay of male full-pay relevant staff and that of female full-pay relevant staff
median	the median gender pay gap is the difference between the median hourly rate of pay of male full-pay relevant staff and that of female full-pay relevant staff the value below which 50% of staff fall; this is used because the distribution of earnings is not balanced, with more people earning lower salaries than higher salaries this is considered to be a better indicator of typical or average earnings
quartile	the proportions of male and female staff in the lower 25%, lower middle 25%, upper middle 25% and upper 25% pay bands

5.0 DATA

Our gender representation across different bands and roles, with a comparison to 2017, is shown in the following table:

Band	2017					2018					Trend of female presence
	Female	Male	Total	Female Ratio	Male ratio	Female	Male	Total	Female Ratio	Male ratio	
1	2	3	5	40%	60%	2	3	5	40%	60%	↔
2	919	200	1119	82%	18%	813	196	1009	81%	19%	↓
3	668	135	803	83%	17%	615	97	712	86%	14%	↑
4	431	43	474	91%	9%	471	44	515	91%	9%	↔
5	930	149	1079	86%	14%	916	127	1043	88%	12%	↓
6	938	202	1140	82%	18%	1042	184	1226	85%	15%	↑
7	513	134	647	79%	21%	565	161	726	78%	22%	↓
8a	146	65	211	69%	31%	162	68	230	70%	30%	↑
8b	64	26	90	71%	29%	68	33	101	67%	33%	↓
8c	22	21	43	51%	49%	20	21	41	49%	51%	↓
8d	9	9	18	50%	50%	16	10	26	62%	38%	↑
9	15	11	26	58%	42%	16	11	27	59%	41%	↑



Medical	345	521	866	40%	60%	369	505	874	42%	58%	
VSM	12	5	17	71%	29%	9	16	25	36%	64%	
Total	5014	1524	6538	77%	23%	5084	1476	6560	77.5%	22.5%	

Table 1: bands by gender and pay group

Nationally, the Office for National Statistics 2019 report confirms the gap among all employees is higher (17.9%), driven by more women working in part-time jobs, which are lower paid. The following table shows the number of part-time workers by gender:

	Headcount			
	Female	%	Male	%
Full-time	3600	71	1370	93
Part-time	1484	29	106	7

Table 2: part time working by gender

Occupation continues to have the largest effect on pay. A breakdown of our staff by gender and occupational group is shown in the following table:

Staff Group	2017				2018			
	Female		Male		Female		Male	
	Number	%	Number	%	Number	%	Number	%
Additional professional, scientific & technical	116	62	72	38	119	64	66	36
Additional clinical services	1042	82	236	18	1016	82	223	18
Administrative and Clerical	1209	81	279	19	1160	81	268	19
Allied health professionals	263	71	110	29	287	72	114	28
Estates and ancillary	3	18	14	82	3	14	19	86
Healthcare scientists	118	61	76	39	135	63	80	37
Medical and dental	345	40	520	60	369	42	504	58
Nursing and midwifery registered	1869	90	210	10	1929	91	194	9
Students	49	88	7	13	66	89	8	11
Total	5014	77	1524	23	5084	77	1476	23

Table 3: occupation by gender

Women in our hospitals occupy 56.1% of the highest paid jobs and 83% of the lowest paid jobs.

The following data conforms to the mandatory data requirements:

2017		2018	
Females hourly rate, our gender pay gap		Females hourly rate, our gender gap	
30.3% lower (mean)	23.43% lower (median)	29.4% lower (mean)	24.2% lower (median)

Table 4: hourly rate of ordinary pay

In our hospitals women therefore earn 76p for every £1 that men earn when comparing median hourly wages.

2017	2018
Female to male staff ratio:	Female to male staff ratio:
Female/male: 77%/23%	Female/male: 78%/23%

Table 5: our staffing ratios (please note 2018 figure rounding = 101%)

Bonus gender pay gap 2017

As a percentage of the overall workforce the number that received a bonus: 1.69% male and 0.51% female.

Females bonus pay is 30% lower (mean) and 33% lower (median) than men.

Bonus gender pay gap 2018

As a percentage of the overall workforce the number that received a bonus: 1.65% were male and 0.43% were female. Females bonus pay is 34% lower (mean) and 33% lower (median) than men.

Table 6: bonus pay by gender 2017 and 2018

In our hospitals women earn 67p for every £1 that men earn when comparing median bonus pay.

2017 Relative ratio of pay by quartiles	All staff				Excluding medical and dental			
	Male no	Male %	Female no	Female %	Male no	Male %	Female no	Female %
top quartile	699	42.78%	935	57.22%	326	22.99%	1092	77.01%
upper middle quartile	284	17.34%	1351	82.63%	213	15.02%	1205	84.98%
lower middle quartile	273	16.70%	1362	83.30%	237	16.71%	1181	83.29%
lower quartile	268	16.40%	1366	83.60%	228	16.07%	1191	83.93%

Table 7: quartiles by gender

2018 Relative ratio of pay by quartiles	All staff				Excluding medical and dental			
	Male no	Male %	Female no	Female %	Male no	Male %	Female no	Female %
top quartile	739	43.88%	945	56.12%	365	25.12%	1088	74.88%
upper middle quartile	303	17.99%	1381	82.01%	205	14.11%	1248	85.89%
lower middle quartile	262	15.56%	1422	84.44%	230	15.83%	1223	84.17%
lower quartile	286	16.98%	1398	83.02%	237	16.31%	1216	83.69%

Table 8: quartiles by gender

The following table is additional data to help understand the above:

Difference in hourly rate between males and females 2018													
Hourly rates bands/pay groups													
	2	3	4	5	6	7	8a	8b	8c	8d	9	Medical	VSM
Males Paid	£0.12	-	-	-	£0.40	£0.32	£0.18	£0.79	£2.58	£1.59	£2.76	£6.69	£0.94

More £													
% difference	1.06%	-	-	-	1.95%	1.38%	0.68%	2.58%	7.40%	3.81%	5.58%	18.27%	1.44%
Females paid more £	-	£0.04	£0.26	£0.44	-	-	-	-	-	-	-	-	-
% difference	-	0.34%	2.00%	2.72%	-	-	-	-	-	-	-	-	-

Table 9: difference in hourly rate by gender

6.0 ANALYSIS

It is well understood and acknowledged that across society a gender pay gap, in favour of men, exists. It is also recognised occupation is the biggest factor impacting on this. Our workforce, as is the pattern across health care, is 78% female with the majority in nursing and midwifery.

Appreciating and acting on the implications of a predominantly female workforce, to ensure a positive experience at work, is an important part of our overall approach to equality, diversity and inclusion.

Across our Agenda for Change bands we generally have good female representation. This dips however at the higher bands, 8c and above. Female staff are also under represented across our medical grades which reflects the national picture, as detailed at appendix a. Across the NHS the medical workforce has a far greater proportion of men although, at doctor in training level, there is a more even balance between males and females. This is also reflected in our quartile data and differences in hourly rate.

Within our hospitals the difference in mean and median pay between males and females, and therefore our gender pay gap, is due to the proportion of females compared to males in bands 8c, 8d, 9 and Very Senior Manager and the medical workforce.

With regards to bonus pay, males are more than three times as likely as females to receive this form of payment. This is due to more men being in the medical workforce and these men being more likely to receive a Clinical Excellence Award. We acknowledge there could be greater female representation in senior clinical roles and this appears to drive the greatest variances in data.

7.0 CONCLUSIONS AND RECOMMENDATIONS

We are mindful of the medical workforce impact on our gender pay gap data. We therefore propose two actions in response to our analysis:

Gender Pay Report 2017 actions			Commentary 2018/19
Metric	Result	Action	
Under representation of females in bands 8c, 8d, 9 and consultant grade.	Improve representation of females at these levels.	Promote opportunities for mentoring and coaching to 8a and above, with a specific emphasise on the value of these as enablers of promotion.	Female representation has improved at bands 8a, 8d and 9; it has declined at bands 8b and 8c and Very Senior Manager.
		Ensure Diversity Partners are present on these panels.	New initiative introduced in January 2019.
Males are more than three times as likely than females to receive a bonus.	Improved balance between male and female consultants in receipt of Clinical Excellence Awards.	All female consultants will be written to and encouraged to apply for Clinical Excellence Awards if eligible and support offered to all doctors in submitting their applications.	This action was deferred due to changes at Medical Director level; the commitment has been made to do this in 2019 and provide robust information on the application process and publish examples of successful applications.

In addition to the above we will implement the following actions in 2019/20 based on evidence based recommendations³:

- expand our Diversity Partners in Recruitment initiative training and approach to cover gender as well as ethnicity
- as part of our ongoing Inclusive Recruitment approach promote and provide guidance on the use of skill based assessments
- continue to promote our commitment to flexible working as a key enabler of retention and career progression in response to both our gender pay analysis contained in this paper and staff survey findings which show this is an area for improvement

We will engage with the medical workforce and senior leadership teams as key stakeholders to deliver the above in advance of our next gender pay gap report. We will ensure these actions are incorporated into our overarching Equality Diversity and Inclusion programme.

8.0 PUBLICATION

We will promote this report and associated actions to our Staff Side Partners via the Joint Staff Council, our medical staff via the Local Negotiating Committee and through our Trust Executive Committee and People and Culture Committee. The data in this report has been uploaded onto the appropriate government viewing website. We are required to publish our figures and therefore this report is available on our hospitals internet.

³ Reducing the gender pay gap and improving gender equality in organisations: Evidence-based actions for employers, Government Equalities Office



Gender in the NHS



1
% of England's working population who are...

Men
53%

Women
47%

2
% OF NHS WORKFORCE WHO ARE...²

Men **23%**
Women **77%**



6%
of female staff are doctors and dentists²

22%
of male staff are doctors and dentists²



47% of very senior manager roles in the NHS are held by **women**³

NHS

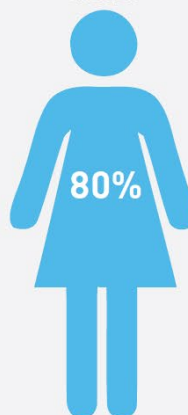
The % of all **Agenda for Change** staff who are...²

Bands 8a-9 who are...²
31% men 69% women

Bands 1-4 who are...²
20% men 80% women

Bands 5-7 who are...²
18% men 82% women

Women



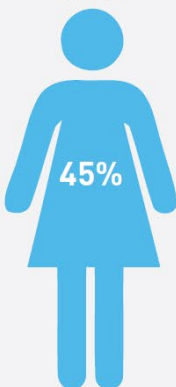
Men

20%

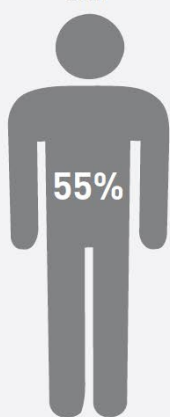


The % of all **medical & dental** staff who are...²

Women



Men



% of consultants who are...²
64% men 36% women



% of other medical & dental staff who are...²
53% men 47% women



% of GPs who are...⁴
47% men 53% women



% of doctors in training who are...²
46% men 54% women



Source:

1. England population in employment aged 16+, Office for National Statistics - Annual Population Survey, 12 months to September 2017.
2. NHS Digital, Hospital and Community Health Services (HCHS) workforce statistics: Equality and Diversity in NHS Trusts and CCGs in England, September 2017 - Experimental Statistics. Gender - Source Data
3. NHS Digital, Hospital and Community Health Services (HCHS) workforce statistics: Gender by grade in NHS Support Organisations and Central Bodies in England, September 2017, headcount. Gender by grade
4. http://content.digital.nhs.uk/media/20446/Statistical-Change-Notice-Relating-to-NHS-HCHS-in-England-Workforce-Statistics/pdf/Statistical_change_notice_relating_to_NHS_HCHS_in_England_workforce_statistics.pdf
5. General and Personal Medical Services, England As at 30 September 2017, Final Experimental statistics



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