



## Report Cover Sheet

Report to:	Trust Board
Date of the Meeting:	27 <sup>th</sup> March 2019
Agenda Item:	P1/052/19
Title:	Gender Pay Gap Report March 2018
Report prepared by:	Equality, Diversity and Inclusion Lead
Executive Lead:	Director of Workforce and OD
Status of the Report:	<b>Public</b>

Paper previously considered by:	
Date & Decision:	

Purpose of the Paper/Key Points for Discussion:	<ul style="list-style-type: none"> <li>This report provides the required 'snapshot' of gender pay information for trust employees, in accordance with the Equalities Act 2010 (Specific Duties and Public Authorities) Regulations 2017, for the pay period that includes 31 March 2018.</li> <li>The required information contained within this document will be published on the Trust's website before 30 March 2019.</li> <li>The Board of Directors are asked to note the content of this report.</li> </ul>
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Action Required:	Discuss	
	Approve	<b>X</b>
	For Information/Noting	

Next steps required	On receipt of approval publish on the government website and the CCC website
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*The paper links to the following strategic priorities (please tick)*

Deliver <b>outstanding care locally</b>		Collaborative system <b>leadership</b> to <b>deliver better</b> patient <b>care</b>	
<b>Retain</b> and <b>develop outstanding staff</b>	<b>X</b>	Be <b>enterprising</b>	
<b>Invest in research &amp; innovation</b> to deliver <b>excellent</b> patient <b>care</b> in the future		Maintain <b>excellent</b> quality, operational and financial <b>performance</b>	<b>X</b>

BAF Risk	Please Tick
1. If we do not optimise quality outcomes we will not be able to provide outstanding care	
2. If we do not prioritise the costs of the delivering the Transforming Cancer Care Programme we will not be able to maintain our long-term financial strength and make appropriate strategic investments.	
3. If we do not have the right infrastructure (estate, communication & engagement, information and technology) we will be unable to deliver care close to home.	
4. If we do not have the right innovative workforce solutions including education and development, we will not have the right skills, in the right place, at the right time to deliver the outstanding care.	X
5. If we do not have an organisational culture that promotes positive staff engagement and excellent health and well-being we will not be able to retain and attract the right workforce.	X
6. If we fail to implement and optimise digital technology we will not deliver optimal patient outcomes and operational effectiveness.	
7. If we fail to position the organisation as a credible research partner we will limit patient access to clinical trials and affect our reputation as a specialist centre delivering excellent patient care in the future.	
8. If we do not retain system-side leadership, for example, SRO for Cancer Alliance and influence the National Cancer Policy, we will not have the right influence on the strategic direction to deliver outstanding cancer services for the population of Cheshire & Merseyside.	
9. If we do not support and invest in entrepreneurial ideas and adapt to changes in national priorities and market conditions we will stifle innovative cancer services for the future.	
10. If we do not continually support, lead and prioritise improved quality, operational and financial performance, we will not provide safe, efficient and effective cancer services.	

Equality & Diversity Impact Assessment		
Are there concerns that the policy/service could have an adverse impact on:	YES	NO
Age		X
Disability		X
Gender		X
Race		X
Sexual Orientation		X
Gender Reassignment		X
Religion/Belief		X
Pregnancy and Maternity		X

If YES to one or more of the above please add further detail and identify if a full impact assessment is required.

## **1. Introduction**

The Equality Act 2010 (Specific Duties and Public Sector Authorities) Regulations 2017 ('the regulations') apply to public bodies with 250 or more employees and requirements largely mirror those for the private sector. Public sector organisations are required to publish an annual 'snapshot' of pay information as at 31 March.

## **2. Purpose of this report**

This report provides the required 'snapshot' of gender pay information for trust employees for the pay period that includes 31 March 2018 and where possible, compares this to the March 2017 position which was reported in March 2018. The required information contained within this document will be published on the Trust's website before 30 March 2019 where it will remain for a period of 3 years.

## **3. Recommendations**

The Board of Directors are asked to note the content of this report.

## **4. Background**

Gender pay gap is a defined term under 'the regulations' and means the difference between average hourly earnings of males and females. It is different to equal pay which deals with pay differences between males and females who perform the same roles or work of equal value. Instead, the gender pay gap highlights any imbalance of average pay across an organisation. It is unlawful to pay staff differently for a reason related to gender. If a workplace has a particularly high gender pay gap, this can be due to a number of underlying issues which will require further analysis.

There are numerous factors that can contribute to gender pay gaps including (but not limited to) cultural, societal and education. Key influences include working patterns, impact of having children on careers and progression, care arrangements (affordability, and other issues around being a carer), access to flexible working and impact of shared parental leave

Under 'the regulations' employers are required to publish information across six metrics:

- The difference between the mean hourly rate of pay of male full-pay relevant employees and that of female full-pay relevant employees ('the mean gender pay gap');
- The difference between the median rate of pay of male full-pay relevant employees and that of female full-pay relevant employees ('the median gender pay gap');
- The difference between the mean bonus pay paid to male relevant employees and that of female relevant employees ('the mean gender bonus gap');
- The difference between the median bonus pay paid to male relevant employees and that of female relevant employees ('the median gender bonus gap');
- The proportions of male and female relevant employees paid bonus pay ('the proportions of men and women getting a bonus'); and
- The proportions of male and female relevant employees in the lower, lower middle, upper middle and upper quartile pay band ('the proportion of men and women in each of four pay quartiles').

For the purposes of the above, 'ordinary pay' means basic pay, allowances, pay for piecework, pay for leave and shift premium pay. It does not include overtime payments, redundancy pay, pay in lieu of notice or non-monetary remuneration and 'bonus pay' means pay in the form of money, vouchers and pay that relates to profit sharing, productivity, performance, incentive and commission. Non-consolidated bonuses must be included.

The information contained in this report has been extracted from the national Electronic Staff Record system using standard reports which have been produced to ensure that NHS organisations are able to meet their gender pay gap reporting requirements.

## 5. Workforce context

As at 31 March 2017 the total number of staff employed by the Trust was 1328.

A breakdown of staff by gender is set out in table 1 below. Of the 1328 staff, 82% are female and 18% are male. This gender distribution is broadly reflective of the NHS as a whole and in 2017 it was reported that 77% of directly employed NHS staff were female and 23% were male.

Table 1

Head count	Female	Male	Total
Headcount	1087	241	1328

## 6. Gender pay gap information

The tables below set out the Trusts gender pay gap information.

### 6.1 Mean hourly rate

Table 2

Gender	Avg. Hourly Rate	
	31 March 2017	31 March 2018
Male	£22.02	£22.43
Female	£15.45	£15.75
Difference	£6.58	£6.68
Pay Gap %	29.9%	29.8%

The Trust has a 29.8% mean gender pay gap with females earning £6.68 less than males. There is no significant change between 2017 and 2018.

### 6.2 Median hourly rate

Table 3

Gender	Median Hourly Rate	
	31 March 2017	31 March 2018
Male	£18.01	£18.19
Female	£13.99	£14.27
Difference	£4.02	£3.92
Pay Gap %	22.3%	21.5%

The Trust has a 21.5% median hourly rate gender pay gap with females earning £3.92 less than males. There is no significant change between 2017 and 2018.

### 6.3 Bonus information

For the purpose of this report bonus payments include Clinical Excellence Awards (CEAs) for medical staff. CEA rounds are held annually and are payable in accordance with the national terms and conditions of employment for medical and dental staff to recognise and reward individuals who demonstrate achievements in developing and delivering high quality patient care which is over and

above the standard expected of their role with a commitment to continuous improvement in the NHS. This is the only type of 'bonus' payment made by the Trust to any its staff. The data in the tables below relates to national and local awards.

### 6.3.1 Proportion of male and female relevant employees paid bonus pay.

Table 4

Gender	Employees Paid Bonus	Total Eligible Employees
	31 March 2018	
Female	11 (1.66%)	1087
Male	18 (7.47%)	241

### 6.3.1 Mean bonus pay

Table 5

Gender	Average Bonus	
	31 March 2017	31 March 2018
Male	£12,727.52	£7,992.45
Female	£15,128.09	£13,083.16
Difference	£2,400.57	£5,090.71
Pay Gap %	18.86%	63.7%

### 6.3.2 Median bonus pay

Table 6

Gender	Median Pay %	
	31 March 2017	31 March 2018
Male	7,458.98	5,275.54
Female	11,934.30	12,053.96
Difference	4,475.33	6,778.43
Pay Gap %	60.00	128.5

The information in tables 5 and 6 above show that the mean and median bonus pay paid to females is higher than males which, in both cases, is an increase from the 2017 position and different to the national trend which favours males. Whilst further analysis of this data is required this difference will, in part, be due to the age profile of our consultant workforce.

#### 6.4 Percentage of male and female staff in each pay quartile

Table 7 shows the proportion of male and female employees in the four quartile pay bands. This is undertaken by placing all employees in cumulative order according to their pay and dividing into 4 equal parts. Males are most highly constituted in quartile 4.

Table 7

Quartile	2017		2018	
	Female	Male	Female	Male
1	226 (87.3%)	33 (12.7%)	270 (87.4%)	39 (12.6%)
2	210 (87.5%)	30 (12.5%)	276 (89.6%)	32 (10.4%)
3	221 (79.5%)	57 (20.5%)	253 (81.9%)	56 (18.1%)
4	176 (67.7%)	84 (32.3%)	207 (67.2%)	101(32.8%)

#### 7. Summary and conclusion

The information contained in this report highlights that the Trust has a median gender pay gap of 21.5% in favour of males and a mean gender pay gap of 29.8% in favour of males.

Analysis of the Trust's data, together with national information, will be used to inform and develop a Trust wide action plan which will be monitored by the Workforce and Education Committee and this will come back to the Board.