

Gender Pay Gap Report 2017-18

1. What is the gender pay gap?

The gender pay gap looks at the difference in the average pay between all men and women in an organisation, taking account of the full range of jobs and salaries.

In April 2017, the gender pay gap (for median earnings) for full-time employees in the UK was 9.1%, a decrease from 9.4% in 2016. This is the lowest since the survey began in 1997, where the gender pay gap was 17.4%, although the gender pay gap has changed relatively little in recent years.

The gender pay gap is **not** about equal pay for work of equal value i.e. paying men and women the same for doing the same or broadly similar jobs or for work of equal value. Our arrangements for ensuring equal pay for work of equal value are detailed in section 6.

2. Gender Pay Gap - Average Pay

The figures reported below show West Suffolk NHS Foundation Trust's gender pay gap in two ways – as median and mean average hourly rates.

The mean calculates the total amount earned across the organisation, divided by the number of people employed. The median looks at all the salaries in the range and identifies the mid-point. *For example, in a team of 20 people five have a salary of £10k a year, five have a salary of £20k a year and ten have a salary of £30k a year. The mean salary is £22.5k and the median salary is £25k a year.*

Average hourly rates:

- 8.1% median average – the mid-point salary for women is 8% lower than for men.
- 24.2% mean average – overall men are paid almost a quarter more than women

What causes this gap?

- We have proportionately more men in more skilled, senior, higher paying jobs than we have women; in particular amongst senior management roles and senior medical staff.

3. Gender Pay Gap – Bonus Pay

What bonuses are paid to staff?

71 employees receive 'bonus' pay. These are some of our consultant medical staff who receive 'clinical excellence awards' (CEA) or discretionary points pay. CEA and discretionary points recognise and reward those consultants who contribute most towards the delivery of safe and high quality care to patients and to the continuous improvement of NHS services. These are counted as bonus payments when making calculations about gender pay.

- Using both mean and median averages men’s bonus pay is just over 33% higher than that paid to women who receive bonuses.
- 38 male consultants (i.e. 4.5% of all men employed by the trust) receive bonus pay and 33 female consultants (i.e. 1.0% of all women receive bonus pay). NB: 81% of our workforce is female and 19% is male. This means that whilst the numbers of men and women receiving bonuses are similar there is a greater difference in the percentage between men and women.

What causes this gap?

- The average bonus paid to men is 33% higher than that paid to women because more male than female consultants receive the highest level (and paying) CEA.
- There are nine levels of CEA and the payment up to level 7 demonstrates balance between the level of award made to men and women as below:

Level 1		Level 2		Level 3		Level 4		Level 5		Level 6		Level 7	
M	F	M	F	M	F	M	F	M	F	M	F	M	F
13	8	5	8	4	6	4	4	3	2	1	1	2	3
62%	38%	38%	62%	40%	60%	50%	50%	60%	40%	50%	50%	40%	60%

- No female consultants receive the top two levels of the award (8 and 9). Six male consultants receive CEA in the top two levels.
- Historical recruitment patterns have resulted in there being more male consultants with longer service (i.e. 16+ years) than female. Generally, higher level CEA are awarded to those with longer service. It may follow that more male consultants would be expected to be in receipt of the highest level CEA.
- This gender pay gap in bonus pay is expected to close over time as the proportion of female consultants with longer service increase. Payment of CEA to consultants with 1 to 15 years’ service appears to demonstrate this:
 - Amongst consultant medical staff with between 1 and 15 years’ service 49% of those in receipt of CEA are male and 51% are female. 54% of consultants with between 1 and 15 years’ service are male and 46% are female. Therefore, amongst consultants with up to 16 year service females are slightly more likely than males to receive a CEA.
- One member of the consultant body (a female) is in receipt of discretionary points.

4. What are we doing to close the gender pay gap?

We are committed to promoting greater equality, diversity and inclusion across the Trust. This means making sure men and women have equal opportunities on recruitment, pay, training and career progression. We have processes in place that help ensure gender equality including:

- A structured recruitment process using the national NHS jobs website, helping to support us make unbiased recruitment decisions.
- We use the national job evaluation scheme for all staff on agenda for change terms and conditions of employment. This makes sure all non-medical jobs are measured against the same criteria and weighting of job elements is consistent. Medical staff have national terms and conditions of service and pay arrangements (see section 6 below: Equal pay for work of equal value).
- An agreed, standard process is in place for consultant job planning to ensure it is bias free.
- All trust staff are encouraged to undertake unconscious bias training and we are making it mandatory for everyone who is involved in recruitment
- A range of family friendly policies, including for maternity, paternity, shared parental leave, and flexible working that help support work/life balance for women and men.
- We are participating in the NExT Director Scheme to support women make successful applications to become Non-Executive Directors.
- Clinical Excellence Awards are made on the basis of national guidance set out by the Advisory Committee on Clinical Excellence Awards. An internal process is in place to monitor the distribution of awards. Additionally in 2018/19 we will review our policy and processes to ensure any scope for bias on any basis is identified and removed.

5. Key statistics from our 2017-18 gender pay gap report

The reference (or snapshot) date for the gender pay gap data in this report is 31.3.17. 31 March each year is the date all public sector organisations must use.

- Difference in mean pay between male and female staff 24.2%
- Difference in median pay between male and female staff 8.1%
- Difference in mean bonus pay between male and female staff 33.1%
- Difference in median bonus pay between male and female employees 33.3%
- The proportion of men receiving a bonus 4.5%
- The proportion of women receiving a bonus 1.0%
- Proportion of men and women working for the Trust by pay quartile

Quartile	Men %	Women %
Upper (higher pay)	29.4	70.6
Upper middle	14.1	85.9
Lower middle	16.6	83.4
Lower quartile	18.2	81.8

- Proportion people working for the Trust by gender

Men %	Women %
19	81

6. How we ensure equal pay for work of equal value

West Suffolk NHSFT delivers equal pay through adopting nationally agreed terms and conditions for our workforce. These are the National NHS Agenda for Change Terms and Conditions of Service (AfC).

AfC is negotiated nationally by the NHS Staff Council, led by NHS Employers. The national NHS Staff Council has overall responsibility for the AfC pay system and has representatives from both employers and trade unions. AfC provides the framework for pay arrangements which are in place at West Suffolk NHSFT. Typically, AfC terms and conditions apply to nursing, allied health professionals and administration, management and clerical staff, which are the majority of the workforce.

Medical staff are employed on national terms and conditions of service and pay arrangements. These pay arrangements are negotiated nationally on behalf of employers by NHS Employers with the NHS trade unions. These terms and conditions include all Consultants, Medical and Dental staff and Doctors and Dentists in Training.

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