**Gender Pay Gap Report 2023**

**Reporting on the snapshot date of 31 March 2022**

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**Introduction**

In line with the Equality Act 2010 (Gender Pay Gap Information Regulations 2017), Northampton General Hospital NHS Trust has undertaken gender pay gap reporting on the snapshot date of 31 March 2022.

The Trust has calculated the following for its employees and workers:

* The mean gender pay gap
* The median gender pay gap
* The mean bonus gender pay gap
* The median bonus gender pay gap
* The proportion of males receiving a bonus payment
* The proportion of females receiving a bonus payment
* The proportion of males and females in each quartile pay band

At the time the snapshot was taken the Trust had 6,038 employees/workers, of which 4,769 (78.98%) were female and 1,269 (21.02%) were male.

Compared to the 2022 report the workforce has increased by 175. The female workforce has increased by 0.76% and the male workforce has decreased by the same percentage.

The ratio of male to female colleagues that the Trust has is commonplace for an acute district general hospital such as Northampton.

The greatest proportion of colleagues at the Trust are Nurses, Midwives and Healthcare Assistants and the majority of these colleagues are female. Data from the Nursing and Midwifery Council (NMC) supports this and in their mid-year update (1 April–30 September 2022) the NMC reported that 89.1% of the people on their register identified as female, while 10.9% identified as male and 0.7% said their gender does not match their sex at birth.

**NHS Pay Structure**

The majority of colleagues at the Trust are on the national Agenda for Change Terms and Conditions of Service. The basic pay structure for these colleagues is across 8 pay bands and colleagues are assigned to one of these pay bands on the basis of job weight, as measured by the NHS Job Evaluation Scheme. Within each band there are a number of incremental pay progression points as agreed by the NHS National Staff Council.

During 2018 The NHS Staff Council reached agreement on reform of the NHS Terms and Conditions of Service (Agenda for Change). As a result, the new pay structure increased starting salaries, reduced the number of pay points in each band and will shorten the amount of time it takes to reach the top of the pay band for most colleagues.

Medical and Dental colleagues have different sets of Terms and Conditions of Service, depending on seniority. These too are set across a number of pay scales, for basic pay, which have varying numbers of thresholds within them.

There are separate arrangements for Very Senior Managers, such as Chief Executives, Directors and other senior managers who are not on an Agenda for Change Terms and Conditions of Service.

As a public sector organisation, some of the services that are provided are on a 24/7 basis and therefore colleagues that work unsocial hours, participate in on-call rotas and work on general public holidays will also be in receipt of enhanced pay in addition to their basic pay. This mainly applies to clinical colleagues who work in ward areas along with non-clinical senior managers, who participate in the Senior Manager/Executive on-call rota and non-clinical colleagues who provide 24/7 services such as Estates and auxiliary colleagues.

The Trust does have a number of clinical departments that do not provide 24/7 such as clinics and outpatient areas and therefore these colleagues roles may not attract enhancements.

**Mean Gender Pay Gap**

The mean hourly rate is the average hourly wage across the entire organisation so the mean gender pay gap is a measure of the difference between women’s mean hourly wage and men’s mean hourly wage.

The 2022 mean gender pay gap for the Trust demonstrates that female colleagues are paid 22.3% less than male colleagues. This is an improvement of 9.7% in the mean pay gap from the previous year, as demonstrated in Table 1 below:

**Table 1 - Mean Hourly Rates, the difference and percentage pay gap, from 2021 to 2022**

|  |  |  |  |
| --- | --- | --- | --- |
|  | Mean Hourly Rate 2021 | Mean Hourly Rate 2022 | Mean Hourly Rate 2021/22 Variation |
| Male | £24.95 | £22.95 | -£2.00 |
| Female | £16.96 | £17.83 | +0.87 |
| Difference | £7.99 | £5.12 | -£2.87 |
| Pay Gap | 32.0% | 22.3% | -9.7% |

**Median Gender Pay Gap**

The median hourly rate is calculated by ranking all employees from the highest paid to the lowest paid, and taking the hourly wage of the person in the middle, so the median gender pay gap is the difference between women’s median hourly wage (the middle paid woman) and men’s median hourly wage (the middle paid man).

The 2022 median gender pay gap for the Trust demonstrates that female colleagues are paid 9.3% less than male colleagues. This is an improvement of 3.2% in the median pay gap from the previous year, as demonstrated in Table 2 below:

**Table 2 - Median Hourly Rates, the difference and percentage pay gap, from 2021 to 2022**

|  |  |  |  |
| --- | --- | --- | --- |
|  | Median Hourly Rate 2021 | Median Hourly Rate 2022 | Median Hourly Rate 2021/22 Variation |
| Male | £17.24 | £17.82 | +£0.58 |
| Female | £15.10 | £16.16 | +£1.06 |
| Difference | £2.14 | £1.66 | -£0.48 |
| Pay Gap | 12.5% | 9.3% | -3.2% |

**Mean Bonus Gender Pay Gap**

This calculation includes the bonuses that were paid to workers on the Clinical Nurse Bank who completed 150 hours of bank work. This is part of the Trust’s bonus loyalty scheme to increase the numbers of clinical bank workers and reduce the use of agency staff. Recipients of these bonuses are primarily Nurses, Midwives and Healthcare Assistants. It also includes any Clinical Excellence Awards (CEA’s) awarded to Consultants.

The 2022 mean bonus gender pay gap for the Trust demonstrates that female colleagues are paid 76.2% less than male colleagues in bonuses. This is an improvement of 5.2% in the mean bonus gender pay gap from the previous year, as demonstrated in Table 3 below:

**Table 3 - Mean Bonus Rates, the difference and percentage pay gap, from 2021 to 2022**

|  |  |  |  |
| --- | --- | --- | --- |
|  | Mean Bonus Rate 2021 | Mean Bonus Rate 2022 | Mean Bonus Rate 2021/22 Variation |
| Male | £6,126.61 | £6,687.28 | +£560.67 |
| Female | £1,137.86 | £1,588.78 | +£450.92 |
| Difference | £4,988.75 | £5,098.50 | +£109.75 |
| Pay Gap | 81.4% | 76.2% | -5.2% |

**Median Bonus Gender Pay Gap**

The 2022 median bonus gender pay gap for the Trust demonstrates that female colleagues are paid 87.3% less than male colleagues in bonuses. This is a deterioration of 5.2% in the median bonus gender pay gap from the previous year, as demonstrated in Table 4 below:

**Table 4 - Median Bonus Rates, the difference and percentage pay gap, from 2021 to 2022**

|  |  |  |  |
| --- | --- | --- | --- |
|  | Median Bonus Rate 2021 | Median Bonus Rate 2022 | Median Bonus Rate 2021/22 Variation |
| Male | £2,515.27 | £3,536.91 | +£1,021.64 |
| Female | £450 | £450 | £0 |
| Difference | £2,065.27 | £3,086.91 | +£1,021.64 |
| Pay Gap | 82.1% | 87.3% | +5.2% |

**Proportion of Males and Females Receiving a Bonus Payment**

Of the total workforce, 12.1% of males received bonuses compared to 8.3% of females. This is a decrease for males by 2.3% and a decrease in females of 6.5%, as demonstrated in Table 5 below:

**Table 5 – Proportion of Males and Females Receiving a Bonus Payment from 2021 to 2022**

|  |  |  |  |
| --- | --- | --- | --- |
|  | Bonus Rate 2021 | Bonus Rate 2022 | Bonus Rate 2021/22 Variation |
| Male | 14.4% | 12.1% | -2.3% |
| Female | 14.8% | 8.3% | -6.5% |
| Difference | +0.4% | -3.8% | +3.4% |

**Proportion of Males and Females in Each Quartile Pay Band**

At the time the snapshot was taken the percentage of female colleagues was 78.98% and the percentage of male colleagues was 21.02%.

As shown in Table 6, below, the percentage of females in the all the quartiles is greater than the male percentage. In the lower, lower middle and upper middle quartiles the split is broadly representative of the Trust split. In the upper quartile there is a significant reduction of in females compared to males, although the number of female colleagues has increased in this quartile since the previous report.

**Table 6 – Proportion of Males and Females in Each Quartile Pay Band from 2021 to 2022**

|  |  |  |
| --- | --- | --- |
| Quartile | 2021 | 2022 |
| Gender | Number | % | Gender | Number | % |
| Lower | Male | 277 | 18.9% | Male | 288 | 19.1% |
| Female | 1188 | 81.1% | Female | 1221 | 80.9% |
| Lower Middle | Male | 275 | 18.8% | Male | 281 | 18.6% |
| Female | 1191 | 81.2% | Female | 1228 | 81.4% |
| Upper Middle | Male | 237 | 16.2% | Male | 231 | 15.3% |
| Female | 1229 | 83.8% | Female | 1278 | 84.7% |
| Upper | Male | 484 | 33.0% | Male | 469 | 31.1% |
| Female | 982 | 67.0% | Female | 1041 | 68.9% |

**Further Analysis**

In relation to the mean and median gender pay gaps further analysis shows that the greatest impact on the gap is within Other Medical and Dental and the Consultant workforce as shown below in Table 7 and 8. Both of these staff groups have a greater number of male colleagues than female colleagues within them.

Agenda for Change Bands 8a-9 is -6.1% for the mean calculation and -0.1% for the median. This group of staff also have more females than males in post.

For our Very Senior Managers, this group of female colleagues are paid more than our male colleagues at +6.5% for the mean calculation and +2.5% for the median calculation. This group of staff has more females than males in post.

The greatest number of colleagues fall into Agenda for Change Bands 1-7, and this group has the greatest number of females in post across the whole of the organisation. This group of female colleagues are paid more than our male colleagues at +13% for the mean calculation and +9.9% for the median calculation.

**Table 7 – Split of Mean Gender Pay Gap by Staff Groups**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
|  | Other Medical & Dental | Consultants | Agenda for Change Bands 8a – 9 | Very Senior Managers | Agenda for Change Bands 1-7 |
| Male | £23.60(216) | -7.1% | £52.30(165) | -6.5% | £27.67(60) | -6.1% | £48.26(10) | +6.5% | £14.34(818) | +13.0% |
| Female | £21.94(188) | £48.90(88) | £25.98(208) | £51.41(15) | £16.20(4270) |

(Number of colleagues in staff group)

**Table 8 – Split of Median Gender Pay Gap by Staff Groups**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
|  | Other Medical & Dental | Consultants | Agenda for Change Bands 8a – 9 | Very Senior Managers | Agenda for Change Bands 1-7 |
| Male | £25.80(216) | -9.8% | £52.52(165) | -7.0% | £27.27(60) | -0.1% | £50.91(10) | +2.5% | £13.79(818) | +9.9% |
| Female | £23.26(188) | £48.86(88) | £27.23(208) | £52.18(15) | £15.15(4270) |

(Number of colleagues in staff group)

The graph below further demonstrates that the gap between the numbers of female colleagues to male colleagues starts to lessen from the hourly rate of £25-£30 per hour. At the hourly rate of £50 and above the number of males becomes greater than the number of females.

In respect of the proportion of males and females receiving a bonus payment, our data shows that of the 550 colleagues who received a bonus, 197 of those were Consultants receiving a Clinical Excellence Award (CEA).

Of these 193 Consultants, 127 were male (64%) and 70 were female (36%). The average CEA payment calculation was £7,941.66 for males compared to £6,365.08 for females.

The remaining bonuses were paid registered as workers on the Clinical Nurse Bank who worked the required number of hours to receive a bonus.

**Conclusion**

The Trust continues to be committed to taking action in order to close the gender pay issues identified in this report.

Over the last 12 months we have:

1. Reviewed and enhanced the leave available when colleagues are starting a family.
2. Strengthened our staff inclusion groups to provide them with a meaningful voice across the organisation that enables colleague to be heard on the issues that affect them.

Further actions in the coming year, which we hope will help to close the gender pay gap are:

1. To review the national EDI plan published in 2023 and undertake the recommended actions for Gender Pay Gap, which are:
* Implement the Mend the Gap review recommendations for medical staff and develop a plan to apply those recommendations to senior non-medical workforce (by March 2024)
* Analyse data to understand pay gaps by protected characteristic and put in place an improvement plan. This will be tracked and monitored by NHS boards. Reflecting the maturity of current data sets, plans should be in place for sex and race by 2024, disability by 2025 and other protected characteristics by 2026.
* Implement an effective flexible working policy including advertising flexible working options on organisations’ recruitment campaigns. (March 2024)

In addition locally we wish to:

1. Improve our inclusive approaches to recruitment, by reviewing our policies and processes and expanding our talent management offering.
2. Continue to work with our staff inclusion groups to provide them with a meaningful voice across the organisation that enables colleague to be heard on the issues that affect them.
3. Work with our Local Negotiating Committee and other stakeholders to review the bonuses offered to staff, including Clinical Excellence Awards and other bonuses offered to staff to ensure a fair and equitable approach.