

Gender Pay Gap Report 2017
As at 31 March 2017

Introduction

As per 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 2017.

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 5183 employees/workers, of which 4081 (78.74%) were female and 1102 (21.26%) were male.

The ratio of male to female staff that the Trust has is common place for an acute district general hospital such as Northampton. The greatest proportion of staff at the Trust are nurses/midwives and healthcare assistants.

The majority of these staff are female and this is supported by the number of registrants with the Nursing and Midwifery Council (NMC), who in their [Equality and Diversity Report 2015-2016](#) reported that 89% of the registrants were female compared to 11% of males.

NHS Pay Structure

The majority of staff at the Trust are on the national Agenda for Change Terms and Conditions of Service. The basic pay structure for these staff is across 9 pay bands and staff are assigned to one of these 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.

Medical and Dental staff have different sets of Terms and Conditions of Service, depending on seniority. However, 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 and Directors.

As a public sector organisation, some of the services that are provided are on a 24/7 basis and therefore staff 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 staff who work in ward areas along with non-clinical senior managers, who participate in the Senior Manager/Executive on-call rota and non-clinical staff who provide 24/7 services such as Estates staff.

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

Mean Gender Pay Gap

The mean gender pay gap for the Trust is female staff are paid 30% less than male staff:

| Gender | Mean Hourly Rate |
|--------|------------------|
| Male | £21.66 |
| Female | £15.17 |

The mean pay calculation indicates that there is a substantial difference between the average pay of the Trust's male and female staff.

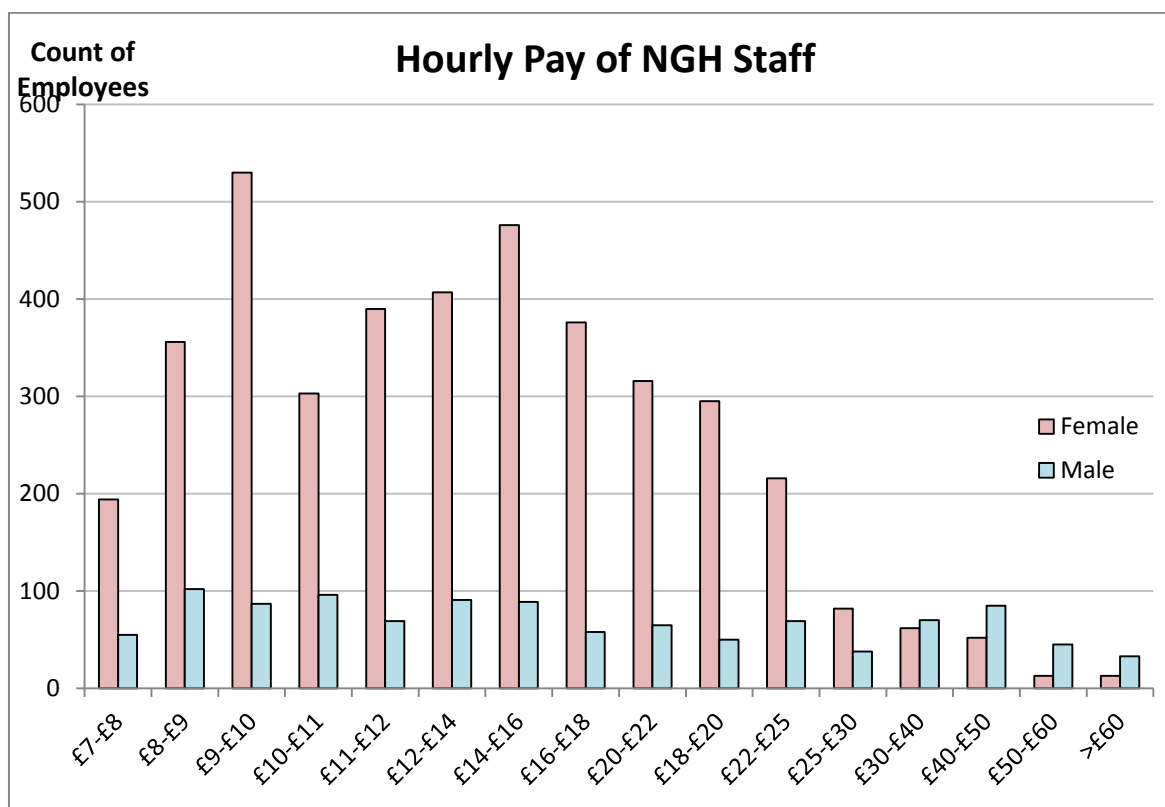
Our analysis shows that within the Trust there is a higher number of male staff in senior medical and dental positions. Of the senior medical and dental staff (Consultants) who are in the two highest basic pay thresholds, i.e. 14 years or more completed as a Consultant, 69% are male and 31% are female.

Some senior medical and dental staff also hold management positions such as Clinical Directors and Divisional Directors and are in receipt of responsibility payments in addition to their basic pay. Of these 7% are male and 4% are female.

In addition some senior medical and dental staff may be in receipt of Clinical Excellence Awards which are consolidated into basic pay. At the time of the snapshot, 44% of male Consultants were in receipt of a Clinical Excellence Award compared to 32% of our female Consultants.

All the payments referred to above are included in the mean hourly rate detailed above and impacts upon the mean gender pay gap calculation of 30%.

The graph below further demonstrates the Trust has a greater number of males on higher hourly rates of pay (£30 per hour and above) than female staff.



The Trust is mindful of the fact that because not all roles within the Trust attract enhancements this has also had an impact in distorting the mean hourly rate. In addition, flexible working opportunities are available for all staff to apply for, and some staff whose role would normally attract enhanced pay in addition to their basic pay may have requested to work set shifts, which do not attract the enhancements that their colleagues would be in receipt of and this again will have had an impact on the mean hourly rate.

As part of the reporting that the Trust undertook, comparisons were also made of the hourly rates of some specific posts, examples of which are below:

| Role | Number of Females | Average Hourly Rate | Number of Males | Average Hourly Rate |
|-----------------------|--------------------------|----------------------------|------------------------|----------------------------|
| Senior Manager | 33 | £26.71 | 23 | £30.27 |
| Specialist Registrar | 76 | £25.77 | 62 | £26.02 |
| Modern Matron | 20 | £24.65 | 3 | £24.22 |
| Physiotherapist | 47 | £18.36 | 14 | £18.04 |
| Staff Nurse | 1031 | £16.90 | 101 | £16.87 |
| Healthcare Assistants | 592 | £10.59 | 99 | £10.92 |
| Receptionist | 162 | £9.62 | 19 | £9.43 |
| Housekeeper | 223 | £9.52 | 58 | £9.71 |

The Trust believes that this demonstrates, for some of its key roles, the gap is considerably less than 30%, in some cases and, as demonstrated above, the average hourly rate for females, in some roles, is greater than for male staff.

Median Gender Pay Gap

The median gender pay gap for the Trust is female staff are paid 9.5% less than male staff:

| Gender | Median Hourly Rate |
|---------------|---------------------------|
| Male | £14.77 |
| Female | £13.36 |

The median gender pay calculation indicates that there is a difference between the average pay of the Trust's male and female staff.

The Trust believes this figure is more representative of the gender pay gap, but acknowledges this still demonstrates there is a gap that needs to be addressed. However it should be noted that the points raised above in relation to the mean gender pay gap calculation are also contributing factors that impact upon the median gender pay gap calculation of 9.5%.

Mean Bonus Gender Pay Gap

The mean bonus gender pay gap for the Trust is female staff are paid 0% less than male staff:

| Gender | Mean Bonus Rate |
|---------------|------------------------|
| Male | £395.45 |
| Female | £395.49 |

The mean bonus gender pay calculation indicates that there is no difference between the average bonus pay of the Trust's male and female staff.

During the period that this report covers bonuses were only 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 band 5 nurses/midwives and band 2 healthcare assistants.

Median Bonus Gender Pay Gap

The median bonus gender pay gap for the Trust is female staff are paid 0% less than male staff:

| Gender | Median Bonus Rate |
|--------|-------------------|
| Male | £450.00 |
| Female | £450.00 |

The median bonus gender pay calculation indicates that there is no difference between the average bonus pay of the Trust's male and female staff.

The Trust is pleased to note that there has been no gender pay gap identified in relation to the bonuses paid as part of its Clinical Nurse Bank bonus loyalty scheme.

Proportion of Males and Females Receiving a Bonus Payment

| Gender | Proportion Receiving Bonus |
|--------|----------------------------|
| Male | 1% |
| Female | 3.3% |

Of the total workforce, who are registered as workers on the Clinical Nurse Bank, 3.3% of females received bonuses compared to 1% of males.

As detailed above, recipients of these bonuses are primarily band 5 nurses/midwives and band 2 healthcare Assistants. As referred to earlier on in this report there is a greater number of qualified/trained females than males available to recruit to these posts.

Proportion of Males and Females in Each Quartile Pay Band

| Quartile | Gender | Number | Percentage |
|--------------|--------|--------|------------|
| Lower | Male | 242 | 18.7% |
| | Female | 1053 | 81.3% |
| Lower Middle | Male | 246 | 19.0% |
| | Female | 1050 | 81.0% |
| Upper Middle | Male | 187 | 14.4% |
| | Female | 1109 | 85.6% |
| Upper | Male | 427 | 32.9% |
| | Female | 869 | 67.1% |

The lower quartile is made up of staff who are band 1 to mid-point of band 3 (based on basic pay), whose hourly rates are between £7.29 and £9.96

The lower middle quartile is made up of staff who are mid-point band 3 to mid-point band 5 (based on basic pay), whose hourly rates are between £9.96 and £13.61.

The upper middle quartile is made up of staff who are mid-point band 5 to mid-point band 7 (based on basic pay), whose hourly rates are between £13.61 and £19.04.

The upper quartile is made up of staff who are mid-point band 7 to doctor/consultants, senior/very senior managers pay grades (based on basic pay), whose hourly rates are between £19.04 and £117.20.

At the time the snapshot was taken the percentage of female staff was 78.74% and the percentage of male staff was 21.26%. As shown in the table above this percentage split is mostly mirrored in the lower and lower middle quartiles. There is a reduction in the percentage of male staff in the upper middle quartile, however the upper quartile demonstrates there is an increase in the percentage of male staff in the roles that attract the higher hourly rates of pay, as referred to earlier on in this report.

Conclusion

The Trust acknowledges that there could be greater female representation in its senior clinical roles, however the consultant workforce has a greater proportion of males to females across the NHS, which limits the pool of available applicants to these types of roles.

Over the past two years the Trust has been developing and implementing leadership development training to strengthen the skills of its existing staff to support career development within the organisation, which should assist with the career development of female staff into more senior clinical and also non-clinical management roles within the organisation.

Likewise the Trust acknowledges that there could be greater male representation in less senior roles, both clinical and non-clinical, however again there are some limitations due to the pool of available applicants and an example of this is male nurses/midwives.

The Trust has a robust recruitment process that has equality and diversity embedded into its processes along with values based recruitment. The Trust will continue to recruit in a non-gender biased manner to ensure that adverts and applicants are recruited in a fair, open and transparent manner.

The Trust hopes that over time, taking into account some of the issues highlighted in this report, the gender pay gap will reduce.

Report approved at Equality & Diversity Staff Group on 14 December 2017

Report approved at Workforce Committee on 17 January 2018

Report approved at Trust Board on 25 January 2018