

Gender Pay Gap Report 2018
As at 31 March 2018

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 2018.

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 5509 employees/workers, of which 4372 (79.36%) were female and 1137 (20.64%) were male.

Compared to the 2017 report there has been an overall increase in the workforce of 326. The female workforce has increased by 0.62% and the male workforce has decreased by the same percentage.

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 2016-2017](#) 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 8 pay bands and staff 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.

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, 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 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 and auxiliary 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 2018 mean gender pay gap for the Trust demonstrates that female staff are paid 29.7% less than male staff:

Gender	Mean Hourly Rate
Male	£22.54
Female	£15.84

The 2017 mean gender pay gap for the Trust showed female staff were paid 30% less than male staff:

Gender	Mean Hourly Rate
Male	£21.66
Female	£15.17

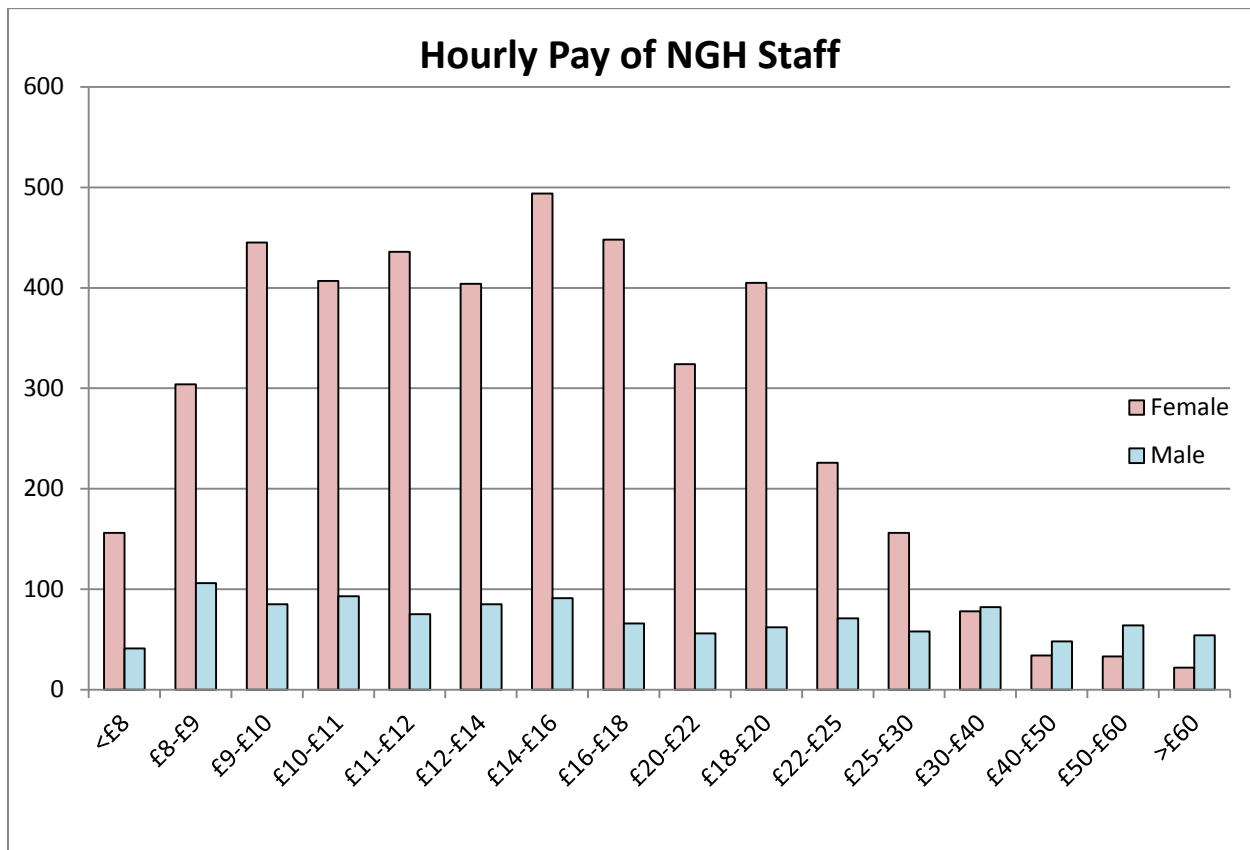
There has been a small reduction of 0.3% in the mean pay calculation, however it still indicates that there is a substantial difference between the average pay of the Trust's male and female staff.

Our analysis continues to show that within the Trust there is a higher number of male staff in senior medical and dental positions (Consultants). Of the Consultants, who are in the two highest basic pay thresholds, i.e. 14 years or more completed as a Consultant, 68% are male and 32% are female. This percentage split is largely unchanged from 2017.

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 that hold these positions 79% are male (7% of the total consultant workforce) and 21% are female (4% of the total consultant workforce). Again this percentage is largely unchanged from 2017.

The payments referred to above are included in the mean hourly rate detailed above and impact upon the mean gender pay gap calculation of 29.7%.

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
Specialty Doctor	8	£35.11	8	£32.48
Modern Matron	26	£25.13	2	£26.52
Nurse Manager	18	£25.29	4	£22.95
Pharmacist	35	£21.24	8	£17.32
Physiotherapist	46	£18.04	12	£17.66
Staff Nurse	1053	£17.79	95	£17.68
Healthcare Assistants	671	£11.67	87	£11.65
Receptionist	145	£9.55	14	£10.00
Housekeeper	243	£10.18	44	£10.69

The Trust believes that this demonstrates, for some of its key roles, the gap is considerably less than 29.7%, 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 2018 median gender pay gap for the Trust demonstrates that female staff are paid 8.9% less than male staff:

Gender	Median Hourly Rate
Male	£14.77
Female	£13.36

The 2017 median gender pay gap for the Trust showed female staff were paid 9.5% less than male staff:

Gender	Median Hourly Rate
Male	£14.77
Female	£13.36

There has been a small reduction of 0.8% in the median pay calculation, however it still 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 8.9%.

Mean Bonus Gender Pay Gap

The 2018 mean bonus gender pay gap for the Trust demonstrates that female staff are paid 83.20% less than male staff:

Gender	Mean Bonus Rate
Male	£6,323.21
Female	£1,060.49

The 2017 mean bonus gender pay gap for the Trust showed female staff were paid 0% less than male staff:

Gender	Mean Bonus Rate
Male	£6,312.13
Female	£395.49

There is a significant difference between the 2018 and the 2017 calculation due to the fact that in the 2017 reporting cycle the Trust did not include the Clinical Excellence Award (CEA) for Consultants, the majority of which are male, within the bonus calculation for this reporting round. At the time of the snapshot, 43% of male Consultants were in receipt of a CEA compared to 29% of our female Consultants. The percentage of female Consultants in receipt of a CEA has slightly reduced from 32%.

The CEA was included in the 2018 bonus calculation as a result of the NHS Employers Briefing Note – Gender Pay Gap Reporting Guidance from Capsticks in August 2018.

This calculation also 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.

Median Bonus Gender Pay Gap

The 2018 median bonus gender pay gap for the Trust demonstrate that female staff are paid 85.1% less than male staff:

Gender	Median Bonus Rate
Male	£3,015.96
Female	£450.00

The 2017 median bonus gender pay gap for the Trust showed female staff were paid 0% less than male staff:

Gender	Median Bonus Rate
Male	£450.00
Female	£450.00

As explained above there is a significant difference between the 2018 calculation and the 2017 calculation due to the fact that in the 2017 reporting cycle the Trust did not include the Clinical Excellence Award (CEA) payments for Consultants, the majority of which are male, within the bonus calculations. Following guidance received the Trust has treated the CEA payments as a bonus on this occasion.

The result of including the CEA within the bonuses for the 2018 calculation has resulted in a substantial difference between the average bonus pay of the Trust's male and female staff.

Proportion of Males and Females Receiving a Bonus Payment

Gender	Proportion Receiving Bonus
Male	11.5%
Female	15.1%

Of the total workforce, who are Consultants in receipt of CEA payments and those registered as workers on the Clinical Nurse Bank and are eligible for a bonus, 15.1% of females received bonuses compared to 11.5% of males.

As detailed above, recipients of these bonuses are Consultants, Nurses, Midwives and 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	281	20.4%
	Female	1096	79.6%
Lower Middle	Male	226	16.4%
	Female	1151	83.6%
Upper Middle	Male	187	13.6%
	Female	1190	86.4%
Upper	Male	443	32.1%
	Female	935	67.9%

The lower quartile is made up of staff whose hourly rates are up to £10.29

The lower middle quartile is made up of staff whose hourly rates are between £10.30 and £14.51.

The upper middle quartile is made up of staff whose hourly rates are between £14.52 and £19.57.

The upper quartile is made up of staff whose hourly rates are above between £19.57.

At the time the snapshot was taken the percentage of female staff was 79.36% and the percentage of male staff was 20.64%. 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 leadership development training to strengthen the skills of its existing staff to support career development within the organisation. During 2018 two key programmes have been launched, 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 and 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 13 December 2018

Report approved at Workforce Committee on 23 January 2019

Report approved at Trust Board on 31 January 2019