

# Gender Pay Gap Report

**2019**

**Gateshead Health NHS Foundation Trust Group**

## **About the Group**

Gateshead Health NHS Foundation Trust Group provides a range of health and facility management services within the North East of England. The group incorporates QE Facilities Ltd (QEF) which is a wholly owned subsidiary company of Gateshead Health NHS Foundation Trust.

This report should be read in conjunction with the separate reports of Gateshead Health NHS Foundation Trust and QE Facilities Limited which are available upon their respective websites in line with the Gender Pay Gap legislation.

## **Gender Pay Gap reporting requirements**

The gender pay gap legislation introduced in April 2017 requires that UK employers with 250 employees or more publish data about their gender pay gap using six different measures. To meet the legal requirements of gender pay gap reporting both organisations will publish their data as separate entities.

The figures must be calculated using a specific reference date - this is called the 'snapshot date'. The snapshot date each year is:

- 31 March for public sector organisations (Gateshead Health NHS Foundation Trust)
- 5 April for businesses/private organisations (QE Facilities Limited)

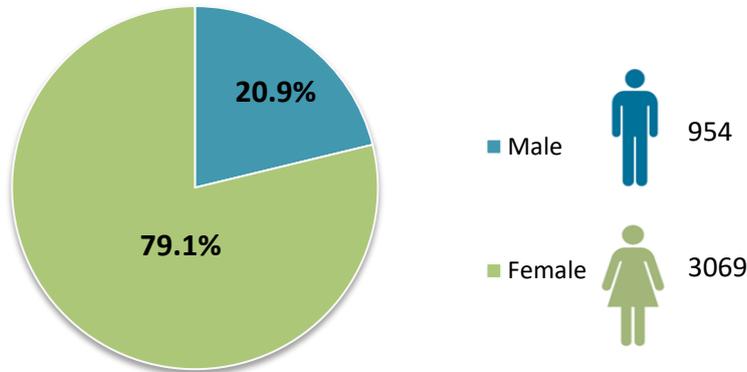
This report provides the group position in relation to gender pay gap reporting as at the 'snapshot date' of 31 March 2019.

All data has been produced using the Electronic Staff Record (ESR) system. This is a national NHS tool for generating gender pay gap information and by default takes into account a large number of NHS pay and bonus pay elements when generating reports.

## Workforce data

Total workforce - 4558

### Gender split



Group pay and bonus pay gap	Mean 2019	Median 2019	Mean 2018	Median 2018	Mean 2017	Median 2017
Pay	23.27%	11.13%	24.72%	9.90%	25.52%	10.90%
Bonus	72.88%	50.0%	77.11%	56.51%	80.22%	55.00%

The above table shows the group's mean and median gender pay gap based on hourly rates of pay as at the snapshot date 31<sup>st</sup> March 2019. It also captures the mean and median difference between bonuses paid to men and women across the group in the same reporting period, and then compares both ordinary and bonus pay for 2018 and 2017.

### Bonus Pay



### Quartile pay bands

Quartile pay bands: the proportions of male and female full-pay relevant employees in the equally sized lower, lower middle, upper middle and upper quartile pay bands is as follows:

	2017	2018	2019	2017	2018	2019
Quartile	Female	Female	Female	Male	Male	Male
Upper	70.94%	69.87%	71.05	29.06%	30.13%	28.95
Upper Middle	83.10%	81.92%	81.56	16.90%	18.08%	18.44
Lower Middle	83.90%	82.28%	82.46	16.10%	17.72%	17.54
Lower	81.25%	81.12%	81.21	18.75%	18.88%	18.79

### Analysis of Gender Pay Gap

Organisation	Pay Gap		Bonus Pay Gap	
	Mean	Median	Mean	Median
Group	23.27%	11.13%	72.88%	50.0%
NHS Trust	29.83%	16.26%	44.5%	53.9%
QE Facilities Ltd	23.66%	14.45%	45.61%	54.67%

Reporting as a group shows a lower pay gap in comparison to the Trust’s pay gap because there is an increase in the number of males at the lower pay bands in the group when including QE Facilities staff numbers. Conversely reporting as a group shows a higher pay gap than for QE Facilities alone because there is an increase in the number of females in the group when including the Trust’s staff numbers.

The bonus gap for the group is significantly affected because QE Facilities has a number of bonus schemes applicable to staff within all four quartiles whereas the Trust’s only bonus scheme lies within the upper quartile, therefore when combined the bonus pay gap widens. This is because the larger proportion of bonuses paid in QE Facilities is to the lower paid roles, predominantly held by male employees. The Trust bonuses are predominantly paid to higher male earners, thus widening the gap.

Each individual organisation will continue work to analyse and understand the reasons behind the pay gap and identify appropriate action to address.

**If you require a copy of this report in a different format please contact Workforce Department, Bensham Hospital, Gateshead, NE8 4YL**

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