

Gender Pay Gap Report

2017

Gateshead Health NHS Foundation Trust.



About the Trust

Gateshead Health NHS Foundation Trust is based in the North East of England and provides a range of health services from the Queen Elizabeth Hospital, Dunston Hill Day Hospital, QE Metro Riverside and Bensham Hospital. The Trust runs a range of services from Blaydon and Washington Primary Care Centres, as well as a specialist unit in Houghton-le-Spring for patients who require rehabilitation care.

The Trust employs around 3,762 staff and currently provides 580 hospital beds. Alongside a full range of local hospital services, the Trust provides breast screening services for Gateshead, South Tyneside, Sunderland and parts of Durham – and is the North Eastern hub for the National Bowel Cancer and AAA Screening Programmes. The Trust also provides Gateshead community services working with the Gateshead Care Partnership (GCP).

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:

- Mean gender pay gap: the difference between the mean hourly rate of pay of male and that of female full-pay relevant employees.
- Median gender pay gap: the difference between the median hourly rate of pay of male and that of female full-pay relevant employees
- Mean bonus gap: the difference between the mean bonus pay paid to male and that paid to female relevant employees
- Median bonus gap: the difference between the median bonus pay paid to male and that paid to female relevant employees
- Bonus proportions: the proportions of male and female relevant employees who were paid bonus pay
- Quartile pay bands: the proportions of male and female full-pay relevant employees in the lower, lower middle, upper middle and upper quartile pay bands. (CIPD)

The gender pay gap differs from equal pay as it is concerned with the differences in the average pay between men and women over a period of time no matter what their role is. Equal pay deals with the pay differences between men and women who carry out the same or similar jobs.

Our gender pay gap report data has been produced using a number of set reports available through the ESR (Electronic Staff Record) system. This is a national NHS tool for generating gender pay gap information and by default takes into account a large number NHS pay and bonus pay elements when generating reports. The guidance published by NHS Employers (in conjunction with Capsticks) has been utilised to guide us with our reporting.

Workforce data

The legislation requires us as an employer to calculate the gender pay gap using a snap shot of data collated on 31 March 2017 for ordinary pay and bonus pay calculations are based on a reference period of 12 months (1 April 2016 – 31 March 2017).

What is included in the calculations:-

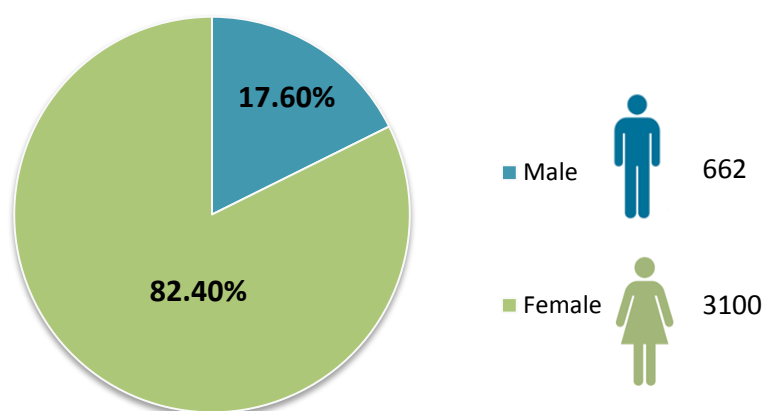
- Basic pay (ordinary pay)
- Full paid leave including annual leave, sick, maternity, paternity, adoption or parental leave (ordinary pay)
- On call allowances and shift premium payments (ordinary pay)
- Additional programmed activities for Consultants (ordinary pay)
- Clinical Excellence Awards for Consultants (bonus)

What is excluded from the calculations:-

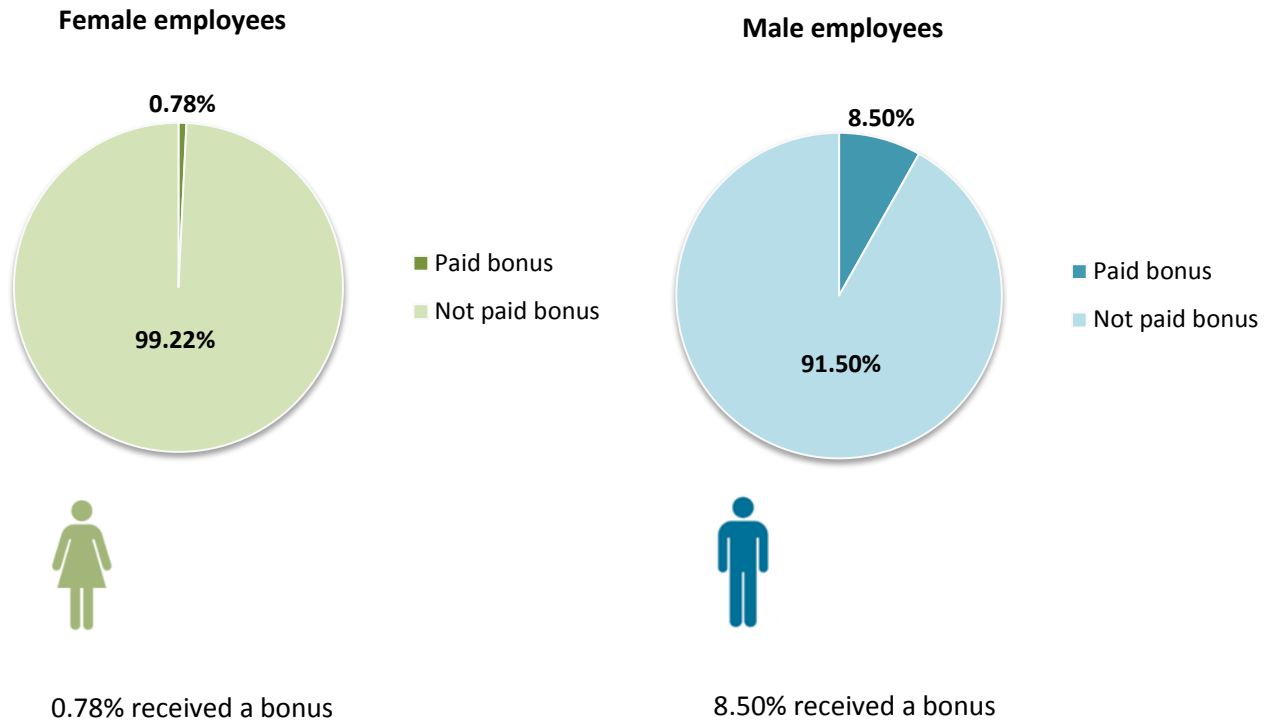
- Any member of staff who is not receiving full pay when the 'snap shot' data is taken. For example those employees on statutory maternity pay, sick pay or parental leave.
- Overtime pay (including Waiting List Initiatives)
- Expenses, for example mileage for use of vehicle
- Salary sacrifice schemes

Total number of employees: 3762

Gender split



Pay and Bonus pay gap	Mean	Median
Ordinary Pay	30.80%	17.46%
Bonus	50.48%	50.94%



The above table shows Gateshead Health NHS Foundation Trust’s mean and median gender pay gap based on hourly rates of pay as at the snapshot date 31st March 2017. It also captures the mean and median difference between bonuses paid to men and women at Gateshead Health NHS Foundation Trust in the year up to 31st March 2017.

Very few occupations in the NHS attract bonus payments (in Gateshead this is only the Consultant body in relation to Clinical Excellence Awards). Within the professions that do attract bonus payments, the proportions of male and female relevant employees who were paid bonus pay are stated above.

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:

Quartile	Female	Male
Upper	70.72%	29.28%
Upper Middle	84.93%	15.07%
Lower Middle	87.34%	12.66%
Lower	86.81%	13.19%

Analysis of Gender Pay Gap

82.4% of our workforce is female and a higher percentage of female staff are employed within the lower to upper middle quartiles compared to the upper quartile. There are more male employees in certain occupations that fall into the upper quartile, for example consultants. The gender split across the national landscape of the NHS is 77% female and 23% males and amongst medical staff the ratio is 2:1 with a male dominated workforce. Gateshead is not dissimilar to the national picture.

The ordinary pay element is calculated after any salary sacrifice deductions are made, therefore lowering the actual pay. The gender split for such schemes will therefore affect the ordinary pay element.

Salary Sacrifice scheme	Female	Male
Payments for Nursery	0.8%	0.6%
Childcare Vouchers	94 staff	27 staff
Lease Cars	9.7%	2%

On analysis the proportion of female staff with a salary sacrifice scheme is marginally higher; notably in relation to lease cars. This may be owing to an increase in take up of cars by community based staff (approximately 16%) in a predominantly female workforce. Therefore the salary sacrifice schemes lower the hourly rate recorded.

Our Upper Quartile (highest paid quartile) has a higher percentage of male employees compared to the percentage of male employees in the other 3 quartiles. The gender split across the other three quartiles remains fairly consistent, however in the upper quartile there are twice as many male employees in comparison to the other quartiles. To explore further the data below tell us that there are more male employees in higher paid roles working more hours than female employees. This is consistent when considering our part time workforce whereby female employees are more prevalent.

Upper Quartile:

Female employees	Male employees
Total number in quartile: 674 9% Consultants 25% Nurses Remainder are senior/very senior managers <i>Hours worked:</i> 88% worked 84-163 units in the relevant period 12% worked 173.8 units	Total number in quartile: 279 43% Consultants Remainder are senior/very senior managers <i>Hours worked:</i> 62% worked 104-169 units in the relevant period 34% worked 173.8 units

Analysis of Bonus Pay Gap

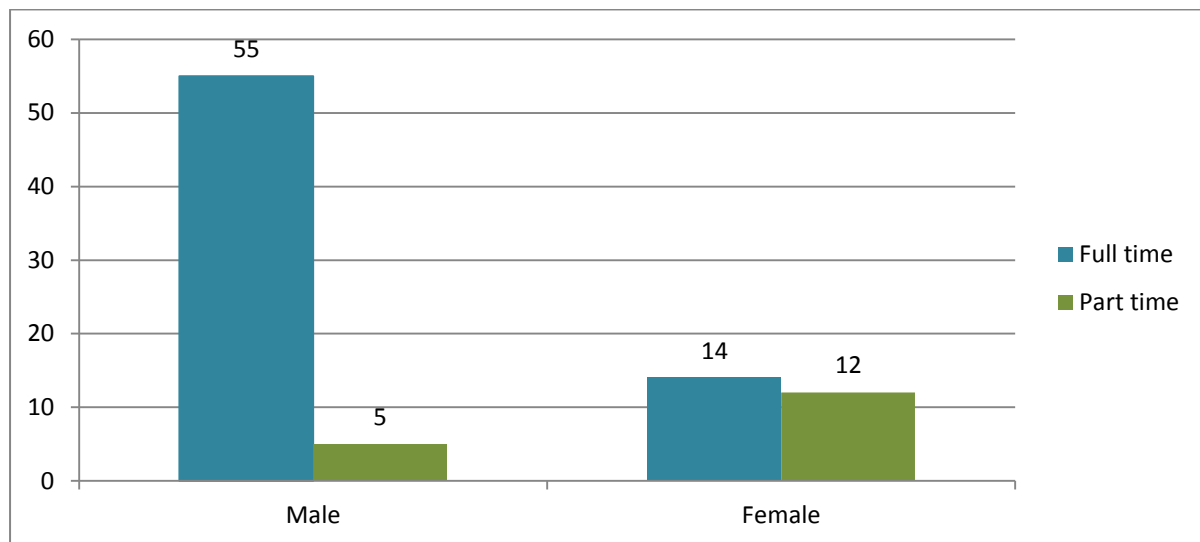
The only element classed as bonus for the purposes of this report is the Clinical Excellence Award Scheme (CEA). The scheme is intended to recognise and reward those consultants who go above and beyond in the delivery, leadership and continuous improvement of safe and high quality care to patients (the Trust operates a local scheme, as well as some Consultants being part of a national scheme).

Bonus payments were made to 86 Consultants in the relevant period; 26 Female and 60 Male consultants.

Female employees received a total of £184,989.63 in bonus payments; an average of £7,115 per female. Male employees received a total of £862,111.02 in bonus payments; an average of £14,369 per male. The difference between the average payment made to male employees and female employees is 50.48% - our mean bonus pay gap.

We know that more female consultants work part time and this may be a contributing factor to the opportunity to demonstrate the achievements required to receive an award. Our data informs us that there is a large proportion of female consultants working less than full time hours.

Gender and 'hours worked' split of employees receiving a bonus 2016-2017:



Action to reduce the Pay and Bonus Gap

Further analysis is required to understand how we can respond to this data and close both the gender and bonus gap. Initial identified actions include:-

Action	Detail
Training	<ul style="list-style-type: none"> • Ensure all managers have a sound understanding of the gender pay gap and actions needed to address • Analyse training opportunities to ensure there are no barriers to our female staff to progress into higher paid roles
Flexible working	<ul style="list-style-type: none"> • Increase all staff's knowledge of flexible working • Explore opportunities to improve flexibility in higher paid roles • Identify role models to raise awareness
Clinical Excellence Awards *	<ul style="list-style-type: none"> • Work with appropriate forums to understand why more females do not apply for awards • Link into appraisal process and promote positive conversation to encourage more female applicants • Consider positive action to support all part time applicants <p>*NB: The Trust is aware that nationally the NHS Consultant Contract is being reviewed, and therefore actions in relation to Clinical Excellence Awards may be driven by this.</p>
Engagement	<ul style="list-style-type: none"> • Link with our Staff Diversity forum and the wider female workforce to understand any gender equality issues

Statement

I confirm that Gateshead Health NHS Foundation Trust is committed to the principle of gender pay equality and has prepared its 2017 gender pay gap results in line with mandatory requirements.

Name: Mr Ian D Renwick

Job Title: Chief Executive Officer

A handwritten signature in black ink, enclosed within a thin black oval border. The signature appears to be 'Ian D Renwick'.

Signature:

Date: 28th March 2018

**If you require a copy of this report in a different format please contact
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