



Rotherham Doncaster
and South Humber
NHS Foundation Trust

Gender Pay Gap Report

Lisa Earnshaw
HR Transactional Manager

January 2019

Background

In accordance with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017, employers with 250 or more employees are required to publish information on the pay gap between male and female employees as at 31st March each year. This information must be published on the employer's website.

The information provided below is based on a snapshot date of pay of 31st March 2018.

The gender pay gap is different to equal pay. Equal pay relates to men and women receiving equal pay for equal work. The gender pay gap is a measure of any disparity in pay between the average earnings of male and female employees.

Gender Pay Gap Indicators

The regulations require an employer to publish six calculations:

- average gender pay gap as a mean average
- average gender pay gap as a median average
- average bonus gender pay gap as a mean average
- average bonus gender pay gap as a median average
- proportion of males receiving a bonus payment and proportion of females receiving a bonus payment
- proportion of males and females when divided into four groups ordered from lowest to highest pay.

RDaSH Data

Average Hourly Rate of Pay 2017

| Gender | Avg. Hourly Rate |
|------------|------------------|
| Male | 15.54 |
| Female | 13.63 |
| Difference | 1.92 |
| Pay Gap % | 12.32 |

Average Hourly Rate of Pay 2018

| Gender | Avg. Hourly Rate |
|------------|------------------|
| Male | 16.14 |
| Female | 13.86 |
| Difference | 2.27 |
| Pay Gap % | 14.11 |

The average hourly rate of pay is calculated from a specific pay period, in this case March 2018. The hourly rate is calculated for each employee based on 'ordinary pay' which includes basic pay, allowances and shift premium pay.

The percentage variance for the average hourly rate of pay is just over 14%. This calculation is based on the average hourly rate of 2,936 female staff compared to 624 male staff. This has increased compared to 2017.

Median Hourly Rate of Pay 2017

| Gender | Median Hourly Rate |
|------------|--------------------|
| Male | 13.13 |
| Female | 11.95 |
| Difference | 1.18 |
| Pay Gap % | 8.97 |

Median Hourly Rate of Pay 2018

| Gender | Median Hourly Rate |
|------------|--------------------|
| Male | 13.49 |
| Female | 12.17 |
| Difference | 1.32 |
| Pay Gap % | 9.78 |

The median hourly rate of pay is calculated from a specific pay period, in this case March 2018. The median rate is calculated by selecting the average hourly rate at the mid-point for each gender group.

The percentage variance for the median hourly rate of pay is 9.8% which is higher compared to 2017

Average Bonus Pay (Mean) 2017

| Gender | Mean Bonus Payment |
|------------|--------------------|
| Male | 11,755 |
| Female | 10,445 |
| Difference | 1,309 |
| Pay Gap % | 11.14 |

Average Bonus Pay (Mean) 2018

| Gender | Mean Bonus Payment |
|------------|--------------------|
| Male | 11,105 |
| Female | 10,801 |
| Difference | 304 |
| Pay Gap % | 2.73 |

As a Trust the only pay element which falls under the bonus pay criteria are Clinical Excellence Awards for medical Consultant staff.

The percentage variance for the average is 2.7% which has reduced significantly and is low taking into account that it is a predominately male staff group.

Average Bonus Pay (Median) 2017

| Gender | Median Bonus Payment |
|------------|----------------------|
| Male | 4,144 |
| Female | 10,801 |
| Difference | -6,657 |
| Pay Gap % | -360 |

Average Bonus Pay (Median) 2018

| Gender | Median Bonus Payment |
|------------|----------------------|
| Male | 3,013 |
| Female | 10,801 |
| Difference | -7,788 |
| Pay Gap % | -258 |

The percentage variance for the median shows that whilst there are a low number of females in this category the median bonus pay is significantly higher in both years.

Proportion of Staff Receiving Bonus Pay 2017

| Group | No of Staff Receiving Bonus Pay | Total No of Staff in Trust | Percentage |
|--------|---------------------------------|----------------------------|------------|
| Male | 7 | 727 | 0.96% |
| Female | 2 | 3385 | 0.06% |

Proportion of Staff Receiving Bonus Pay 2018

| Group | No of Staff Receiving Bonus Pay | Total No of Staff in Trust | Percentage |
|--------|---------------------------------|----------------------------|------------|
| Male | 9 | 678 | 1.33% |
| Female | 2 | 3257 | 0.06% |

Only medical Consultant staff receive pay that is classified as bonus pay. This group has a significantly different gender split when compared to the Trust as a whole.

Quartile Analysis of Hourly Pay Rates 2017

| Group | Lower | Lower Middle | Upper Middle | Upper | Trust Total |
|----------|-------|--------------|--------------|-------|-------------|
| Male | 129 | 173 | 159 | 204 | 665 |
| Female | 792 | 751 | 767 | 721 | 3031 |
| Total | 921 | 924 | 926 | 925 | 3696 |
| | | | | | |
| % Male | 14.01 | 18.72 | 17.17 | 22.05 | 17.99 |
| % Female | 85.99 | 81.28 | 82.83 | 77.95 | 82.00 |

Quartile Analysis of Hourly Pay Rates 2018

| Group | Lower | Lower Middle | Upper Middle | Upper | Trust Total |
|----------|-------|--------------|--------------|-------|-------------|
| Male | 123 | 154 | 144 | 203 | 667 |
| Female | 764 | 737 | 735 | 700 | 3049 |
| Total | 927 | 930 | 930 | 929 | 3716 |
| | | | | | |
| % Male | 13.87 | 17.28 | 16.38 | 22.57 | 17.95 |
| % Female | 86.13 | 82.72 | 83.62 | 77.52 | 82.05 |

- In order to create the quartile information, all staff are sorted by their hourly rate of pay, this list is then split into 4 equal parts (where possible).
- When reviewing the quartile information it is important to take into account the types of roles available within the Trust and the different gender splits that occur within specific roles.
- The bands of staff do not easily fall into each of the 4 quartiles because as stated above the pay includes allowances and shift pay so a Band 3 who undertakes a large number of unsocial hours may fall into the upper middle quartile and a Band 5 who undertakes no unsocial hours may fall into the lower quartile.
- The highest variances for the quartiles when compared to the overall Trust value are in the lower and upper quartiles.
- There is a higher proportion of female staff in the lower quartile (which includes admin and ancillary staff groups which historically are predominately female).
- The upper quartile has a slightly lower percentage of female staff compared to the Trust overall. This quartile includes all the medical staff but there is a significantly different gender split in Consultant medical staff. The Trust has 44 medical Consultants of which only 35% are female. This is however comparable with the national NHS statistics for medical Consultants which is 35% female (*NHS Digital 2016*)

There has been a number of Consultant vacancies filled within 2018/19 and current indications are that the percentage of female consultants will rise to 41%.

- Non-medical staff in the upper quartile in Bands 8a – 9 are 79% female which is considerably higher than the national NHS statistics for Bands 8a – 9 which is 69% female (*NHS Digital 2016*)

Top 10 Highest Hourly Pay Rates 2017

| Staff Group | Male | Female |
|-------------------|------|--------|
| Medical Staff | 9 | 1 |
| Non-Medical Staff | 4 | 6 |
| All Staff | 7 | 3 |

Top 10 Highest Hourly Pay Rates 2018

| Staff Group | Male | Female |
|-------------------|------|--------|
| Medical Staff | 9 | 1 |
| Non-Medical Staff | 5 | 5 |
| All Staff | 7 | 3 |

Next Steps

The Trust has already taken steps during 2018/19 to increase the number of female Consultant medical staff and will continue to work with colleges and universities to promote senior careers for female staff.