

Tees, Esk and Wear Valleys NHS Foundation Trust Gender Pay Gap Report – 2019

The Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017 introduced a statutory requirement to produce information outlining details of any gender pay differences that exist within an organisation. As from April 2018 public, private and voluntary sector organisations with 250 or more employees were required to report on their gender pay gaps using six different measures. This is the third report and is based upon a snapshot date of **31st March 2019**. We are required to publish data on the Government Equalities Office website and on the Trust website by 30th March 2020 and annually going forward. The Board of Directors agreed to bring forward the report of the March 2019 position to October 2019 to help ensure that more contemporaneous information is published.

The gender pay gap differs from equal pay in the following way. Equal pay deals with the pay differences between men and women who carry out **the same jobs, similar jobs or work of equal value**. It is unlawful to pay people unequally because they are a man or a woman. The gender pay gap shows the differences in the average pay between men and women.

The following report includes the statutory requirements of the gender pay gap reporting legislation along with further context to demonstrate our commitment to equality. The Trust is committed to understanding any differences identified in the gender pay report and will undertake further analysis to gain a better understanding as to the reason for the differences and to take action where appropriate. The latest Trust staff survey results (2018) tell us that 92.5% of female employees believe that the Trust acts fairly with regard to career progression and promotion regardless of gender compared to 86.4% of male employees.

The gender profile of the Trust is



78.0%



22.0%

There has been a 0.4% increase in the female workforce over the last 12 months. The gender profile in the previous report showed 77.6% of the workforce was female.

Mean and Median Gender Pay Gap

The mean gender pay gap and median gender pay gap for **all employees** is as follows:-

Mean Gender Pay Gap



14.65% less than males -
equating to £2.64 per hour less

Median Gender Pay Gap



10.14% less than males -
equating to £1.51 per hour less

The mean gender pay gap has decreased by 10% and the median pay gap has decreased by 0.1% on the previously reported position.

The Trust operates a number of **salary sacrifice schemes** which affords staff the opportunity to purchase vouchers towards childcare costs, purchase a cycle or a lease car. The table below highlights the number of staff by gender contributing to the schemes. The majority of staff opting to participate in one or more salary sacrifice schemes are female. The costs associated with salary sacrifice schemes are deducted prior to calculating gross pay. This will have an impact on the gross pay calculations undertaken to determine the mean and median gender pay gap and will be one of a number of contributory factors which may be causing the differences being reported. There has been a slight increase of **10%** in the number of staff contributing to the lease car salary sacrifice scheme compared to March 2018. This figure is significantly lower than the increase of 68% reported in March 2018. Based on the average monthly sacrifice of £285 this will reduce the gross pay of a female member of staff by approximately £3,400 per annum. It is also worth noting a proportion of staff contribute to more than one salary sacrifice scheme.

March 2019

Salary Sacrifice Schemes	Child Care Vouchers	Lease Car Scheme	Cycle to Work Scheme
Female	212 (77.4%) average sacrifice per month £166	147 (72.8%) average sacrifice per month £285	57(67.1%) average sacrifice per month £46
Male	62 (22.6%) average sacrifice per month £145	55 (27.2%) average sacrifice per month £301	28 (32.9%) average sacrifice per month £49

March 2018

Salary Sacrifice Schemes	Child Care Vouchers	Lease Car Scheme	Cycle to Work Scheme
Female	219 (77.3%) average sacrifice per month £167	135 (73.7%) average sacrifice per month £294	48 (65.7%) average sacrifice per month £43
Male	64 (22.7%) average sacrifice per month £142	48 (26.2%) average sacrifice per month £280	25 (34.3%) average sacrifice per month £46

The mean gender pay gap and median gender pay for those staff **employed on Agenda for Change** terms and conditions shows the difference in rate to be lower.

Mean Gender Pay Gap (AfC & Executive Pay)



6.27% less than males -
equating to £0.99 per hour less

Median Gender Pay Gap (AfC & Executive Pay)



6.05% less than males –
equating to 0.85p per hour less.

The mean gender pay gap has decreased by 16.4% and the median gender pay gap has decreased by 8.74% compared to the previous year.

The information below highlights the mean gender pay gap and median gender pay gap for those staff employed on **Medical and Dental terms and conditions**. The figures include the Clinical Excellence Awards payments that are paid to eligible medical staff, which is a section of the workforce with a higher proportion of males.

Mean Gender Pay Gap (M&D)



15.35% less than males -
equating to £6.65 per hour less

Median Gender Pay Gap (M&D)

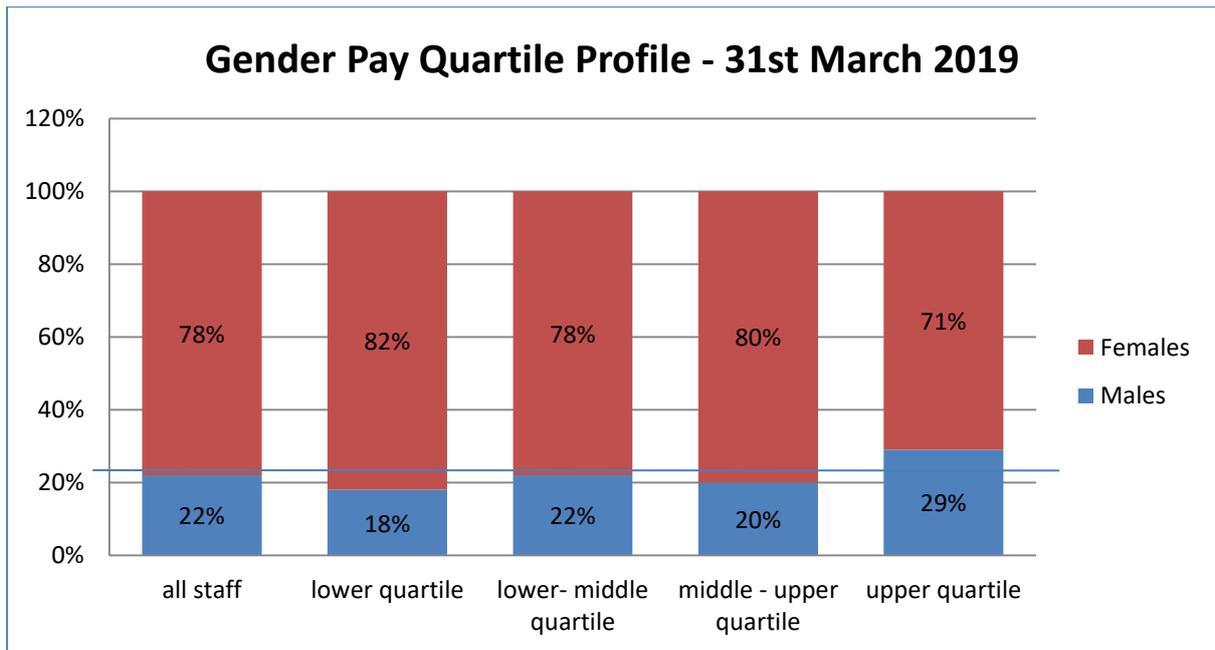


5.68% less than males –
equating to £2.46 per hour less

The mean gender pay gap has decreased by 2.22% which has resulted in a smaller difference in hourly pay for females based on the previous report. The median gender pay gap has also decreased by 29.7%.

Gender Pay Quartile Profile

The graph below shows the proportion of males and females in each pay quartile. The lower quartile represents the lowest salaries in the Trust and the upper quartile represents the highest salaries. The Trust employs more women than men in every quartile. 82% of employees in the lower quartile are female, compared with 71% in the upper quartile. The gender pay quartile profile has remained the same as the previous reporting period.



Bonus Payments

Under the national Medical & Dental terms and conditions Consultants are eligible to apply for Clinical Excellence Awards (CEA). These awards recognise individuals who demonstrate achievements in developing and delivering high quality patient care over and above the standard expected of their role and are part of a commitment to the continuous improvement of the NHS. The table below highlights the mean and median bonus pay linked to clinical excellence awards.

Gender	Mean Bonus Pay	Median Bonus Pay
Male	£11,331	£9,048
Female	£5,986	£3,150
Difference	£5,345	£4,791
Pay Gap %	47.1%	65.2%

At the time of reporting the Trust was operating a local clinical excellence award scheme based on the national terms and conditions. Eligible Consultants are invited to submit evidence to a panel who subsequently determined if an award would be made. Once an award had been made the Consultant continued to receive that level of award going forward. A further submission may be made the following year and as a consequence progression through the varying payment levels occurred. This may account for one of the reasons for the significant difference being reported.

Proportion of eligible Consultants receiving a CEA



71.8%



50.0%

The proportion of eligible Consultants receiving a CEA has decreased by 15.6% for males and 7.29% for females compared to the previous year.

Long Service Awards

The Trust operates a locally agreed long service award scheme to recognise the service of staff who have 25 years NHS service. The award is a £100 gift voucher. In the reporting period a total of 83 staff received an award. 66 females and 17 males received an award, equating to 80% of females which is greater than the Trust gender breakdown.

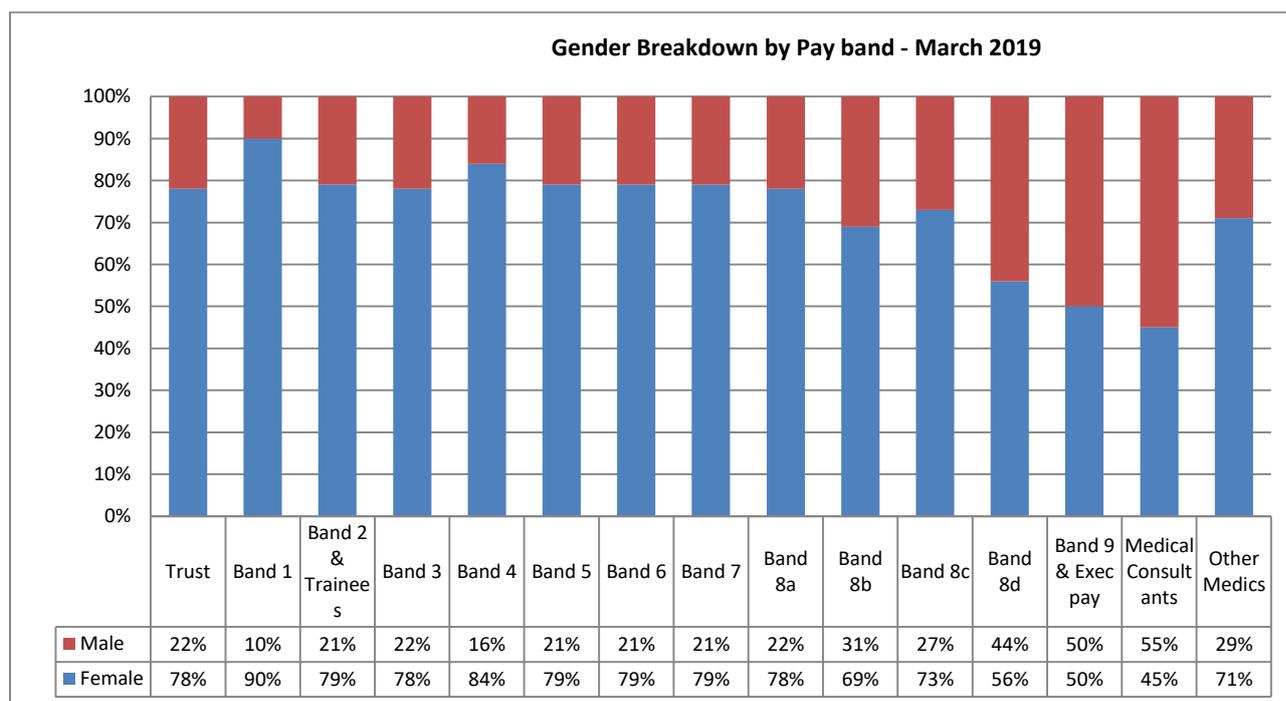
Under the Regulation we are required to include payments which relate to profit sharing, productivity, performance, incentive or commission should be included in the bonus calculations. It could be argued long service awards do not provide the incentive usually associated with the criteria outlined above. Guidance from ACAS states that such payments with a monetary value should be included. The table below provides **combined details of the clinical excellence awards and long service awards**.

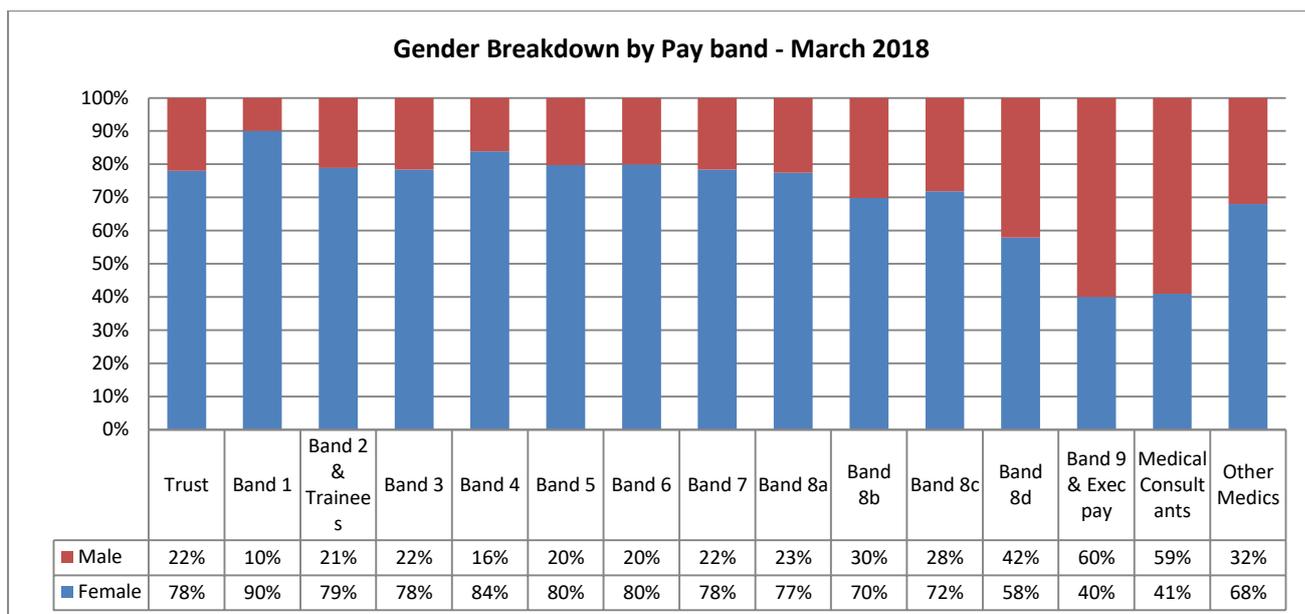
Gender	Mean Bonus Pay	Median Bonus Pay
Male	£9,055	£6,032
Female	£1,981	£100
Difference	£7,074	£5,932
Pay Gap %	78.1%	98.4%

It is important to recognise when combining the bonus awards in this way the data is skewed as long service awards are predominantly paid to women with a higher proportion of males receiving clinical excellence award payments.

Gender Breakdown by Pay Band

The following two graphs provide a gender profile breakdown by pay band as at March 2019 and March 2018. The graphs highlight there have been changes in the profile in a number of bands, most notably in band 8c, 8d and band 9 and Executive pay.





Gender Pay Gap by Banding

In addition to statutory requirements, we have also analysed our gender pay gap by banding. The shaded boxes below highlight the pay bands where females are paid more than males. The tables relates to those staff employed on Agenda for Change conditions and locally agreed Executive Pay.

	Band 1 	Band 2 	Band 3 	Band 4 	Band 5 	Band 6 
Mean pay difference	0.20p per hour 2.19% more	0.28p per hour 2.67% less	0.24p per hour 2.17% less	0.38p per hour 3.22% less	0.54p per hour 3.67% less	0.68p per hour 3.81% less
Median pay difference	No difference reported	0.33p per hour 3.33% less	0.16p per hour 1.50% less	£1.49 per hour 12.46% less	0.54p per hour 3.67% less	£1.25 per hour 6.67% less

	Band 7 	Band 8a 	Band 8b 	Band 8c 	Band 8d 	Band 9 and Executive Pay 
Mean pay difference	0.04p per hour 0.19% less	0.51p per hour 2.11% less	0.07p per hour 0.24% less	0.63p per hour 1.83% less	£1.17 per hour 2.93% less	£10.95 per hour 17.39% less
Median pay difference	0.09p per hour 0.44% more	0.85p per hour 3.47% less	0.18p per hour 0.58% more	0.76 per hour 2.08% less	£4.18 per hour 10.05% less	4.31p per hour 7.68% less

The table below highlights the gender pay differences for female Medical Staff.

	Consultants 	Speciality Drs 	Speciality Registrars 	Foundation Doctors 
Mean pay difference	£3.48 per hour 7.04% less	£2.45 per hour 8.09% more	0.71p per hour 3.01% less	£0.22 per hour 1.34% less
Median pay difference	£2.85 per hour 5.98% less	£4.91 per hour 15.51% more	£1.33 per hour 5.87% less	£1.06 per hour 6.57% less

Update on Progress from Gender Pay Report 2017/2018

Following the publication of the last Gender Pay Report (March 31st 2018 snapshot date) further analysis was undertaken and shared with the Resources Committee to better understand the data being presented. A review of **recruitment to vacancies band 8b and above and Medics** was undertaken. The findings of the analysis are reported below:-

The gender split by pay band highlights that at band 8b and above the proportion of females to males reduces in comparison with the gender split of the organisation. Analysis of band 8b and above and Medics vacancies found the following:-

- *The analysis of vacancies highlighted bands 8b, 8c, and 8d generated a higher proportion of applications from females than males.*
- *Although VSM vacancies generated fewer applications from females this did not seem to impact on the ratio of females successfully appointed to the positions available.*
- *Twelve out of twenty appointments made were internal candidates compared to seventeen out of nineteen last year.*
- *Analysis of vacancies for Medical Consultants tells us that although a higher proportion of applications were received from males than females the likelihood of being appointed was more evenly balanced than in the previous year.*
- *Analysis of appointments for Specialist Doctors posts confirms a comparable success rate for female and male applicants.*
- *The 2018 National Staff Survey highlights that 92.5% of females believed that TEWW acts fairly with regard to career progression and promotion regardless of gender compared to 86.4% of males.*
- *Analysis undertaken to better understand the pay differentials of staff appointed to the same pay band highlighted that the differences were attributable to the Agenda for Change pay structure.*

Clinical Excellence Awards

Following a review of last year's Clinical Excellence Awards, the decision was made to host two separate assessment panels for the awards, one to focus on the review of full time applications and one to focus on the review of part time with a view to encouraging greater numbers of applications from part time individuals who are predominantly female. Analysis of the awards has indicated that 44% of applications received were from female applicants, which has led to a positive increase in the number of female applicants then successful in application when compared with the previous year.

The Trust has therefore agreed to continue to have two panels again in the next round of awards.

The Trust has also commenced participation in a national research project with the Government Equalities Office into the Clinical Excellence Awards, and how they relate to the Gender Pay Gap in medicine. Giving consideration to which (if any) aspects of the process are leading to differential outcomes for men and women. This will involve analysis of data from both the new LCEA for 2018 – 2021 process and any pre-existing awards held by individuals. A report is anticipated in the coming months which will include feedback on the Trusts performance and recommendations into how the clinical excellence awards process may be further improved.