

Tees, Esk and Wear Valleys NHS Foundation Trust

Gender Pay Gap Report – 2018/19

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 second report taken from a snapshot date of **31st March 2018**. We are required to publish data on the Government Equalities Office website and on the Trust website by 30th March 2019 and annually going forward.

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 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



77.6%



22.4%

There has been a 0.7% increase in the female workforce over the last 12 months. The gender profile in the previous report showed 76.9% 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



16.3% less than males -
equating to £2.91 per hour less

Median Gender Pay Gap



10.24% less than males -
equating to £1.50 per hour less

The mean gender pay gap has increased by 1.4% and the median pay gap has increased by 0.9% 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 **66%** increase in the number of staff contributing to the lease car salary sacrifice scheme compared to March 2017. The increase attributable to female staff equates to **68%**. Based on the average monthly sacrifice of £294 this will reduce the gross pay of a female member of staff by approximately £3,500 per annum. It is also worth noting a proportion of staff contribute to more than one salary sacrifice scheme.

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

March 2017

Salary Sacrifice Schemes	Child Care Vouchers	Lease Car Scheme	Cycle to Work Scheme
Female	192 (74.4%) average sacrifice per month £186	43 (68.3%) average sacrifice per month £283	42 (61.7%) average sacrifice per month £45
Male	66 (25.6%) average sacrifice per	20 (31.7%) average sacrifice per	26 (38.3%) average sacrifice per

	month £155	month £270	month £61
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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)



7.50% less than males -
equating to £1.17 per hour less

Median Gender Pay Gap (AfC & Executive Pay)



6.63% less than males –
equating to 0.92p per hour less.

The mean gender pay gap has increased slightly by 0.25% and the median gender pay gap has increased by 1.16% on the previously reported position.

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)



15.70% less than males -
equating to £6.87 per hour less

Median Gender Pay Gap (M&D)



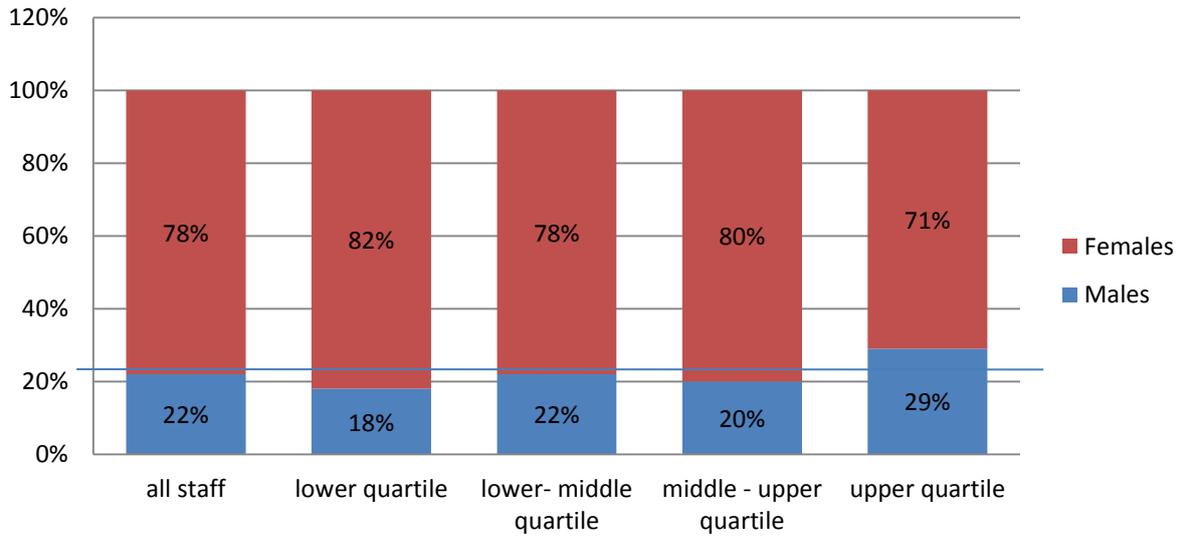
8.08% less than males –
equating to £3.82 per hour less

The mean gender pay gap has increased by 3.91% which has resulted in a greater difference in hourly pay for females based on the previous report. The median gender pay gap has also increased by 1.24%.

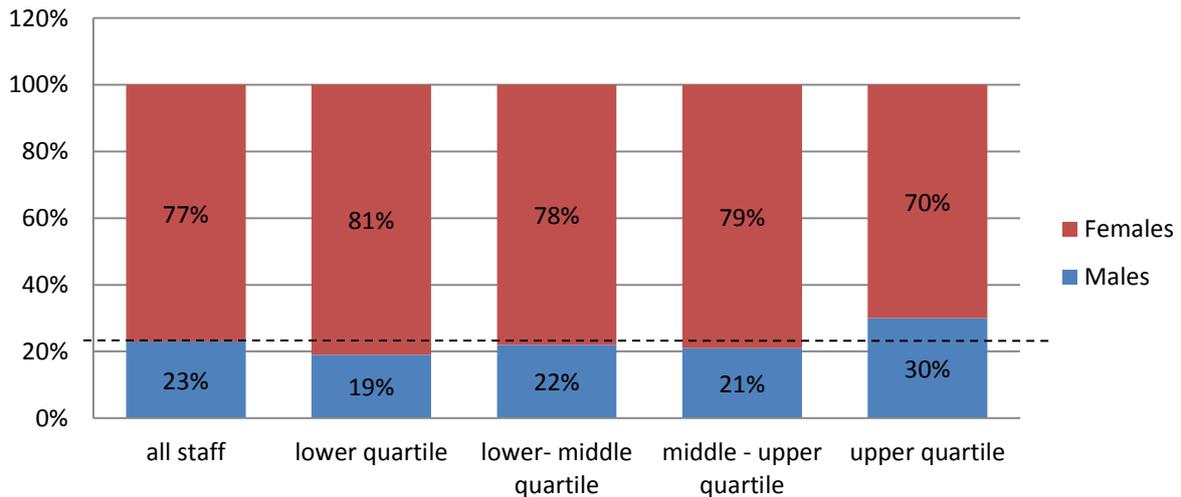
Gender Pay Quartile Profile

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. Females within the lower quartile, middle-upper quartile and upper quartile have increased by 1% respectively over the last reporting period.

Gender Pay Quartile Profile - 31st March 2018



Gender Pay Quartile Profile - March 2017



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	£11,515	£9,291
Female	£5,948	£4,500
Difference	£5,567	£4,791
Pay Gap %	48.3%	51.5%

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



62.1%



46.6%

The proportion of eligible Consultants receiving a CEA has increased by 9.5% for males and 9.4% for females on the previous reported position.

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 108 staff received an award. 79 females and 29 males received an award, equating to 73% of females which is representative of the Trust gender breakdown.

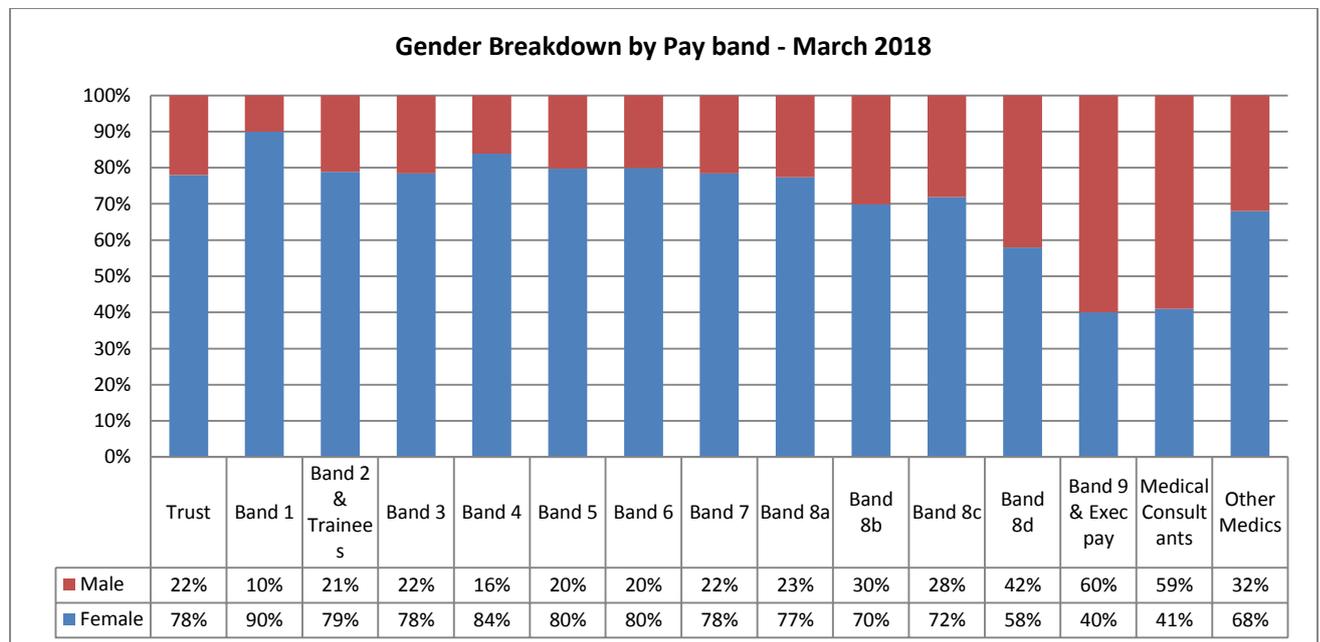
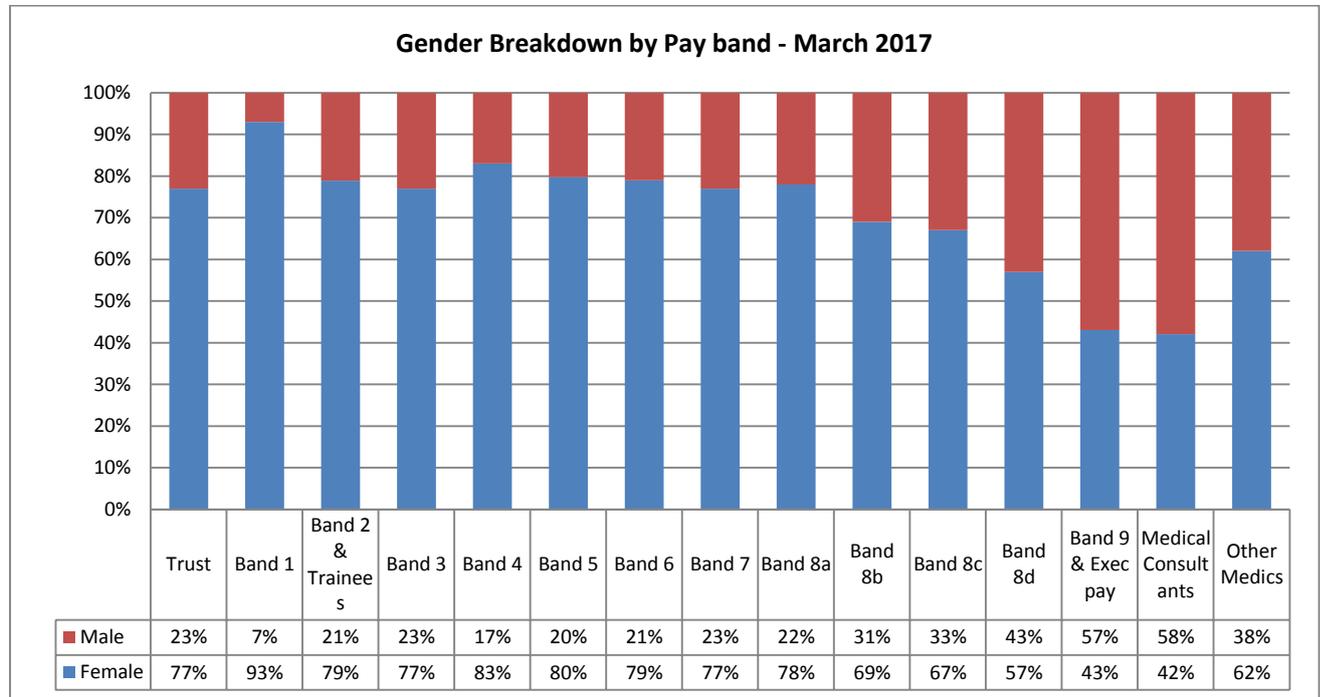
Under the Regulation we are required to include payments which relate to profit sharing, productivity, performance, incentive or commission should be included in the bonus calculations. It could be argued long service awards do not provide the incentive usually associated with the criteria outlined above. 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	£7,891	£3,013
Female	£1,823	£100
Difference	£6,068	£2,913
Pay Gap %	76.9%	96.7%

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 2017 and March 2018. The graphs highlight there have been changes in the profile in a number of bands, most notably in band 8c.



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	0.18p per hour 2.18% more	0.36p per hour 3.52% less	0.29p per hour 2.67% less	0.32p per hour 2.78% less	0.51p per hour 3.52% less	0.73p per hour 4.13% less
Median pay difference	No difference reported	0.02p per hour 2.10% less	0.42p per hour 3.97% less	No difference reported	0.71p per hour 4.82% less	0.86 per hour 4.72% less

	Band 7 	Band 8a 	Band 8b 	Band 8c 	Band 8d 	Band 9 and Executive Pay 
Mean pay difference	0.16p per hour 0.81% more	No difference reported	0.22p per hour 0.77% more	0.99p per hour 2.93% less	£1.94 per hour 4.53% more	£6.38 per hour 11.19% less
Median pay difference	0.56p per hour 2.73% more	No difference reported	0.79p per hour 2.65% more	£1.53 per hour 4.32% less	£1.97 per hour 4.62% more	0.68p per hour 1.32% less

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

	Consultants 	Speciality Drs 	Speciality Registrars 	Foundation Doctors 
Mean pay difference	£3.42 per hour 6.95% less	£3.95 per hour 12.1% more	0.56p per hour 2.28% less	£1.73 per hour 10.5% more
Median pay difference	£4.32 per hour 8.88% less	£4.05 per hour 12.2% more	£1.28 per hour 5.10% less	£1.83 per hour 11.1% more

Update on Progress from Gender Pay Report 2017/2018

Following the publication of the last Gender Pay Report 2017/18 further analysis was undertaken to better understand the data being presented. A review of **recruitment to vacancies band 8b** and above 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 vacancies found the following:-

- *The analysis of vacancies highlighted bands 8b, 8d and 9 generated a higher proportion of applications from females than males.*
- *Although band 8c and VSM vacancies generated fewer applications from females this did not seem to impact on the ratio of females successfully appointed to the positions available.*
- *Seventeen out of nineteen appointments made were internal candidates.*

- *The 2018 National Staff Survey highlights that 92.5% of females believed that TEWV 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.*

A review was also undertaken following the Clinical Excellence Awards last year where it was identified there was only a small amount of applications from part-time females.

- *Analysis highlighted that once an application was made, there was parity in terms of success in application. It was clear however, that a smaller proportion of female part-time Consultants were not submitting an application in the first instance. A sub-group of the Local Negotiating Committee recommended the Trust to ring fence a number of awards for part-time Consultants and then promote this local agreement to encourage greater numbers of applications. A vote was held amongst all doctors and they agreed that we should implement this change. Next year's report will tell us what impact the change has had upon the TEWV Gender Pay Gap. This is a very positive change and one that is not common amongst other healthcare providers.*

Conclusion

The following actions have been identified in response to the latest Gender Pay gap report:-

- 1 Undertake a further review of recruitment to vacancies for band 8b and above during this reporting period. This will allow a comparison to be made with the previous findings.
- 2 Analysis will be undertaken in to the relative success in applications for Medical vacancies from male and female applicants will be explored over the next 12 months. The evidence highlights there are relatively few appointments into substantive medical posts each year, and of those there are a very limited number of applications, our LNC will consider how we might best understand this better.

Colin Martin

Chief Executive