



Gender Pay Gap Report

31 March 2017 snapshot

Introduction

At North Tees and Hartlepool we believe in promoting equality and diversity amongst our workforce. The requirement to undertake gender pay gap reporting became mandatory for all public sector employers from 31 March 2017 in accordance with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

All figures were compiled from the Workforce Profile Dashboard within the Electronic Staff Record (ESR) to provide the data required for Gender Pay Gap reporting. A summary of the results for North Tees and Hartlepool NHS Foundation Trust is shown in sections 1 – 4 of this report.

1. Gender Pay Gap Data

Overall

Gender	Avg. hourly rate (mean)	Median hourly rate (median)
Male	£19.57	£14.33
Female	£14.16	£12.44
Difference	£5.41	£1.88
Pay Gap %	27.64%	13.16%

The mean gender pay gap for the Trust is that female staff are paid 27.64% less than male staff.

The median gender pay gap for the Trust is that female staff are paid 13.16% less than male staff.

1.1 Breakdown of Medical and Non-Medical Staff

Medical Staff

Gender	Avg. hourly rate (mean)	Median hourly rate (median)
Male	£38.3662	£40.9676
Female	£31.6557	£33.0479
Difference	£6.7105	£7.9197
Pay Gap %	17.49%	19.33%

Non-Medical Staff

Gender	Avg. hourly rate (mean)	Median hourly rate (median)
Male	£13.7541	£11.4936
Female	£13.5543	£12.1791
Difference	£0.1998	£0.6855
Pay Gap %	1.45%	-5.96%

Our analysis and results clearly show that the average and median pay gap is much higher amongst the medical workforce, as compared to non-medical staff. As demonstrated in the table contained in section 2 of this report, men account for 61% of all Trust medical staff, as compared to 39% of females.

However, when we look at non-medical staff (and specifically the median hourly rate), the data shows that women receive a higher average rate of pay than men.

1.2 Breakdown of Medical Staff in relation to age and length of service by gender

A further breakdown is shown in the tables below relating to the age profile and length of service for medical staff only.

Age

Age Group	Female	Male	Grand Total
20's	53	34	87
30's	30	46	76
40's	29	59	88
50's	24	62	86
60's	9	25	34
70's	1	1	2
Grand Total	146	227	373

Length of Service

Length of service	Female	Male	Grand Total
<=5 Yrs	98	119	217
>5 and <=10	24	49	73
>10 and <=15	12	27	39
>15 and <=20	9	21	30
>20 and <=25	2	9	11
>25 and <=30	1	2	3
Grand Total	146	227	373

The data shows that the recruitment of female medical staff is increasing as the proportion of females within the age group 20 are significantly higher (53) in comparison to male medical staff (34). If this trend was to continue the gender pay gap is likely to reduce.

2. Workforce Gender Split

The current gender split within the Trust's overall workforce is 82% female and 18% male. The proportion of females and males in each pay band is shown in the table below:

Band	Female	Male
AfC Band 1	71%	29%
AfC Band 2	88%	12%
AfC Band 3	88%	12%
AfC Band 4	81%	19%
AfC Band 5	89%	11%
AfC Band 6	89%	11%
AfC Band 7	86%	14%
AfC Band 8a	65%	35%
AfC Band 8b	66%	34%
AfC Band 8c	71%	29%
AfC Band 8d	67%	33%
AfC Band 9	50%	50%
Non-AfC Band (Medical)	39%	61%
Non-AfC Band (Other)	47%	53%
Grand Total	82%	18%

It can be seen from the information above that the proportion of female staff employed by the Trust is significantly higher than male staff. This is reflective of the national position which reported that the % of the NHS workforce who are female is 77%, whereas 23% of the workforce are male.

3. Bonus Gender Pay Gap

The Trust does not operate a bonus scheme, however consultant medical staff are eligible to apply for clinical excellence awards, which are considered to be a bonus payment and form part of the gender pay gap calculations. Since medical staff are predominantly male, it is reasonable to conclude that male workers earn a higher rate of bonus pay than female workers.

Medical staff only

Gender	Avg. pay (mean)	Median pay (median)
Male	£11,211.70	£8,206.67
Female	£8,905.59	£5,967.20
Difference	£2,306.11	£2,239.47
Pay Gap %	20.57%	27.29%

Proportion of males/females receiving a bonus payment

Gender	%
Male	6.51%
Female	0.52%

The table below shows the number of CEA applications received for 2017, including the number of successful applicants, split by gender.

Gender	Numbers of Eligible Consultants	2017 CEA Applications Received	2017 CEA Successful Applications
Male	123	36 (29% of those eligible)	20
Female	58	12 (21% of those eligible)	8

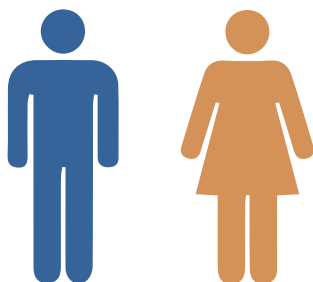
This shows that of the 48 applications received as part of the 2017 awards round, only 25% were from female consultants.

In terms of the success rate, 29% of successful applicants were female; however this is due to the fact that there were more male applicants. A more meaningful way of looking at the data could be to consider the success rate. This shows that two thirds (67%) of the female applicants were successful, whereas this is lower for males with just over half (56%) of the male applicants being successful.



4. Pay Quartiles by Gender

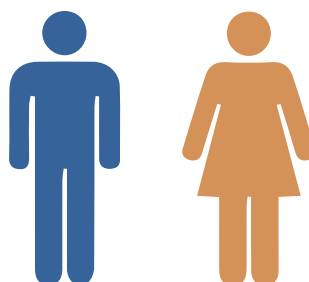
Lower Quartile



17.71%

82.29%

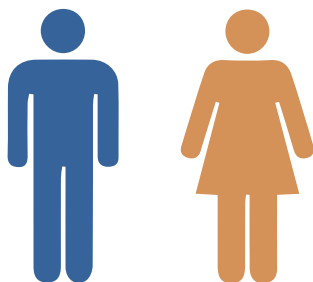
Lower Middle Quartile



14.17%

85.83%

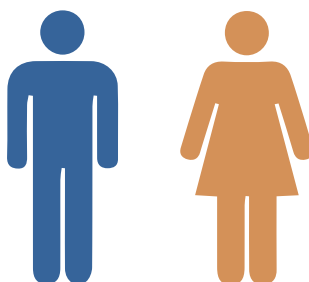
Upper Middle Quartile



13.09%

86.91%

Upper Quartile



27.13%

72.87%

The data above shows the male to female split of our workforce for each 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.

5. Summary of Results

The results show a positive percentage for each of the seven indicators which shows that male employees earn a higher rate of pay and higher bonuses (CEAs) than female employees.

The average and median pay gap is much higher amongst medical staffing in comparison to non-medical staffing, as reported in section 3.2 of this paper. The proportion of male medical staff (61%) is higher than females (39%) and when reviewed in the context of age profile, length of service (seniority) and eligibility for CEA awards, these all give rise to a significant impact on the gap in average earnings.

Since the proportion of male medical staff is higher than females, it is reasonable to conclude that male workers earn a higher rate of pay and bonuses than female workers.

Taking all the information into consideration we acknowledge that there could be greater female representation in our senior clinical roles, however the consultant workforce has a greater proportion of males to females across the NHS, which limits the pool of available applicants to these types of roles. However as our results indicate in section 3.3 the number of female medical staff is increasing.

The Trust has a robust recruitment process that has equality and diversity embedded into its processes along with values based recruitment. The Trust will continue to recruit in a non-gender biased manner to ensure that adverts and applicants are recruited in a fair, open and transparent manner.

Being cognisant of the some of the issues highlighted in this report, further analysis will be undertaken and actions identified to address these for the future in order to have a positive impact on the gender pay gap.

6. Reducing the Gender Pay Gap

The Trust is committed to ensuring an equitable workforce and we will continue to work towards achieving the following actions:

- Undertake an annual review of gender split across all bands as part of the annual Public Sector equality Duty process and take action where appropriate.
- To continue to encourage women consultants to apply for CEA awards. We will continue to commit to write to all female consultants highlighting the CEA process and offering support with the application form.
- Review exit and retention data to better understand any concerns raised relating to gender pay progression and to identify and implement actions to improve this.
- To consider our approach to flexible working for all staff, to establish whether more can be done to improve flexible working within North Tees and Hartlepool Foundation Trust.