

# Gender Pay Gap Report

## 31 March 2018 Snapshot

## Introduction

At North Tees and Hartlepool we believe in promoting equality and diversity amongst our workforce. The Gender Pay Gap legislation requires all employers of 250 or more employees to publish their gender pay gap information by the 31st March 2018 and by the same date every subsequent year.

The Trust's gender pay gap information has been obtained from the Electronic Staff Record (ESR) standard reports that were nationally produced to ensure the NHS meet their gender pay gap reporting requirements.

The Trust welcomes the introduction of gender pay gap reporting as it provides greater pay transparency and is an opportunity for us to review our own gender pay gap information and benchmark ourselves against similar NHS organisations.

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	22.54	16.74
Female	14.84	13.57
Difference	7.70	3.17
Pay Gap %	34.17%	18.95%

The mean gender pay gap for the Trust is that female staff are paid 34.17% less than male staff.

The median gender pay gap for the Trust is that female staff are paid 18.95% less than male staff

## 1.1 Breakdown of Medical and Non-Medical Staff

### Medical

Gender	Avg. Hourly Rate (Mean)	Median Hourly Rate (Median)
Male	38.25	41.32
Female	33.73	36.20
Difference	4.52	5.12
Pay Gap %	11.81	12.39

### Non-medical

Gender	Avg. Hourly Rate (Mean)	Median Hourly Rate (Median)
Male	15.34	13.53
Female	14.16	13.22
Difference	1.18	0.32
Pay Gap %	7.67	2.34

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 62% of all Trust medical staff, as compared to 38% of females.

However, when we look at non-medical staff the data shows a much smaller gender pay gap.

## 1.2 Medical Staff Gender Profile

The Trust's gender profile for medical staff is shown in the table below. This includes all grades of medical staff, however this excludes trainees who are on rotation to the Trust from the Lead Employer Trust.

Directorate	Female	Male	Total
Medical Workforce	137	225	363

This can be broken down further to show the gender profile by grade. The analysis shows that the gender split is more balanced within the lower grades, which is reflective of the fact that a higher number of females are entering the medical profession.

Medical staff by Role/Grade	Female	Male	Total
<b>Clinical Director—Dental staff group</b>	1	0	1
<b>Medical director function</b>	1	2	3
*not counted in the total figure as they are reflected in the Consultant figure			
<b>Clinical Director</b>	2	8	10
*not counted in the total figure as they are reflected in the Consultant figure			
<b>Consultant</b>	61	128	189
<b>Associate Specialist</b>	5	12	17
<b>Speciality Doctor</b>	7	19	26
<b>Clinical Assistant</b>	0	1	1
<b>Dental Officer</b>	5	0	5
<b>Speciality Registrar</b>	1	1	2
<b>Trust Grade Doctor—Speciality Registrar</b>	7	18	25
<b>Trust Grade Doctor—Career Grade Level</b>	12	5	17
<b>Trust Grade Doctor—Foundation Level</b>	4	4	8
<b>Foundation Year 2</b>	17	14	31
<b>Foundation Year 1</b>	17	23	40
<b>Grand Total</b>	<b>137</b>	<b>225</b>	<b>362</b>

## 1.3 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 Group	Female	Male	Grand Total
20's	44	40	84
30's	28	48	76
40's	31	58	89
50's	26	58	84
60's	7	23	30
70's	1	1	2
<b>Grand Total</b>	<b>137</b>	<b>228</b>	<b>365</b>

Length of Service	Female	Male	Grand Total
<=5 years	87	123	210
>5 and <=10	23	42	65
>10 and <=15	13	27	40
>15 and <=20	10	26	36
>20 and <=25	3	9	12
>25 and <=30	1	1	2
<b>Grand Total</b>	<b>137</b>	<b>228</b>	<b>365</b>

The data shows that the recruitment of female medical staff is slightly increasing as the proportion of females within the age group 20 are higher (44) in comparison to male medical staff (40). 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 84% female and 16% male. The proportion of females and males in each pay band is shown in the table below:

Band	Female	Male
AfC Band 1	86%	14%
AfC Band 2	91%	9%
AfC Band 3	89%	11%
AfC Band 4	87%	13%
AfC Band 5	90%	10%
AfC Band 6	91%	9%
AfC Band 7	85%	15%
AfC Band 8a	68%	32%
AfC Band 8b	72%	28%
AfC Band 8c	82%	18%
AfC Band 8d	43%	57%
AfC Band 9	50%	50%
Non-AfC Band (Medical)	38%	62%
Senior Managers	40%	60%
Other	100%	0%
Grand Total	84%	16%

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	11,362.41	8,294.00
Female	9,129.41	6,027.04
Difference	2,233.00	2,266.96
Pay Gap %	19.65	27.33

#### Proportion of males/females receiving a bonus payment

Gender	%
Male	8.73%
Female	0.64%

The table below shows the number of CEA application received for 2018, slit by gender. We are currently unable to report on the successful applications as this will not be conducted until April 2019

Gender	Numbers of Eligible Consultants	2018 CEA Applications Received
Male	101	38 (37% of those eligible)
Female	48	19 (39% of those eligible)

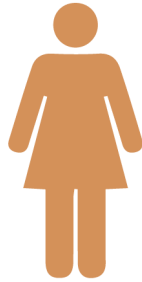
This shows that of the 57 applications received as part of the 2018 awards round, only 19 were from female consultants. When we compare the percentage of eligible applications received we can see that we have received a higher percentage of female applications (39%) from those that are eligible to apply.

## 4. Pay Quartiles by Gender

Lower Quartile



11.05%

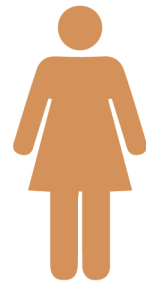


88.95%

Lower Middle Quartile



12.41%

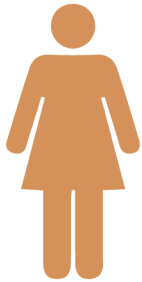


87.59%

Upper Middle Quartile



11.90%

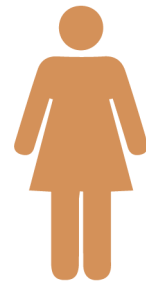


88.10%

Upper Quartile



26.74%



73.26%

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.

When we compare the results to 2017, the increase is directly associated to the exclusion of North Tees and Hartlepool Solutions. If we did include these staff, the pay gap would have reduced slightly for 2018 when compared to 2017 (a reduction from 27.49% to 26.8%).

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. 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. 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.

We hope that over time, taking into account some of the issues highlighted in this report, the gender pay gap will reduce.

## 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.
- Review our approach to succession planning, ensuring that development opportunities are available equally to males and females
- 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.