

Gender Pay Gap Report 2017/18

Western Sussex Hospitals
NHS Foundation Trust

KEY FINDINGS

8,021 employees

Our workforce has an employee base that is predominately female



76.51% are female

23.49% are male



£15.20 is the average mean hourly rate for **females**

up £0.47

£19.28 is the average mean hourly rate for **males**

up £0.96



There is a **21.16%** mean gap difference between hourly rates for female and male employees.



During 2017 we launched and encouraged applications clinical excellence applications from female consultants



0.68% (39)

female medical consultants



4.72% (89)

male medical consultants

Received Clinical Excellence Awards

TAKING ACTION 2018/19



MONITOR the applications of policies such as flexible working

DEVELOP

better career pathways for all lower paid staff



SUPPORT the living wage for our workforce through the NHS Contract Refresh

REVIEWING our Clinical Excellence Awards process so all staff feel able and confident to apply



MAKING SURE

there is fair and equitable access to all leadership & management development