

Gender Pay Gap Report

(31 March 2018 snapshot)

1) Introduction

GPG reporting shows the difference in average hourly pay and bonus payments between men and women.

This is the second Gender Pay Gap (GPG) report Western Sussex Hospitals NHS Foundation Trust (WSHFT) has produced following the introduction of the requirement in March 2017.

All Public Sector organisations listed in Schedule 2 of The Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017 are subject to the mandatory Gender Pay Gap (GPG) reporting requirements, if they have more than 250 employees under a contract of employment. This includes all staff under Agenda for Change, Medical & Dental and Very Senior Managers (VSM).

Data relating to the pay period in which the snapshot date of 31 March 2018 is required, with full publication on 31 March 2019 and annually thereafter.

There are six basic calculations the Trust is required to report on:

- Mean gender hourly pay gap
- Median gender hourly pay gap
- Mean bonus gender pay gap
- Median bonus gender pay gap
- Proportion of male and female staff receiving a bonus payment
- Proportion of male and female staff in each of the four equal quartiles

The pay period is a snapshot of the gross hourly pay rate of all employees, excluding bank workers on the 31 March 2018 and includes the following elements:

- Basic pay including other allowances
- Paid leave, including annual leave, sick leave, maternity, paternity, adoption or parental leave (except where an employee is paid less than usual because of being on leave)
- Bonus pay (if paid in the pay period) i.e.: VSM bonus or Clinical Excellence Award (CEA)

The report does not include:

- Overtime pay, waiting list initiatives (WLI), expenses, value of salary sacrifice schemes, benefits in kind, redundancy pay and tax credits.

2) Purpose

GPG reporting shows the difference in average hourly pay and bonus payments between men and women.

WSHFT are required to analyse the information to identify any underlying root causes for GPG and put in place remedial actions to address and mitigate this. The results will be used to assess:

- the level of gender equality
- the balance of male and female employees in each of the four salary range quartiles
- how effectively talent is being maximised and rewarded

The benefits of reporting GPG include building a reputation for being known as a fair and progressive employer, attracting a wider pool of recruits, enhancing productivity and creating a culture committed to tackling inequality.

3) Analysis

Gender mean and median - hourly pay gap

The table below shows the mean and median hourly rates for male and female employees in the Trust and the actual gap in monetary and percentage terms in 2018. The 2017 figures are shown in brackets.

There is a 21.16% (19.62% in 2017) difference in favour of male employees when using the mean hourly rate; this is an increase of 1.54% on 2017. This however, moves to 0.98% (0.89%) in favour of female employees when the median hourly rate is used, this is marginally up on the previous year.

Gender	Mean Hourly Rate	Median Hourly Rate
Male	£ 19.28 (£ 18.32)	£ 13.30 (£ 13.06)
Female	£ 15.20 (£ 14.73)	£ 13.55 (£ 13.18)
Difference	£ 4.08 (£ 3.59)	-£ 0.25 (- £0.12)
Pay Gap %	21.16% (19.62%)	-0.98% (0.89%)

Gender mean and median – bonus pay gap

The table below includes Medical and Dental employees who received a Clinical Excellence Award (CEA) and Very Senior Managers (VSM) who received a bonus.

Gender	Mean Bonus	Median Bonus
Male	£13,230.18 (£13,200.79)	£ 9,040.50 (£ 8,950.75)
Female	£ 6,636.09 (£ 6,438.90)	£ 3,917.52 (£ 3,804.34)
Difference	£ 6,594.09 (£ 6,761.89)	£ 5,122.98 (£ 5,146.41)
Pay Gap %	49.84% (51.22%)	56.67% (57.50)

Proportion of male and female receiving a bonus payment

A total of 132 (139) employees in the Trust received a bonus payment; this is shown as a percentage of the overall workforce.

Gender	Employees Paid Bonus (% of this group)	VSM Staff Paid Bonus	Medical & Dental Staff Paid Bonus	Total WSHFT Workforce	%WSHFT Workforce
Female	42 31.8% (42) (30.2%)	3 (4)	39 (38)	6,138 (5,524)	0.68% (0.76%)
Male	90 68.2% (97) (69.8)	1 (0)	89 (97)	1,884 (1,702)	4.78% (5.70%)

Proportion of male and female staff in each quartile band

The Trust is required to rank every employee by rate of pay on the 31 March 2018 (not by pay banding). The data has been presented in 4 equal quartiles in the table below:

Quartile	Bracket/Band	Female	Male	Total	Female %	Male %
Top	£18.20 - £ 82.65ph £18.00 - £ 75.00ph	1,421 (1,278)	588 (572)	2,009 (1,850)	70.7 (69.1)	29.3 (30.9)
Upper Middle	£13.50 - £ 18.20ph £13.00 - £ 18.00ph	1,670 (1,493)	332 (271)	2,002 1,764	83.4 (84.6)	16.6 (15.4)
Lower Middle	£ 10.00- £ 13.49ph £ 9.70 - £ 13.00 ph	1,564 (1,401)	442 (406)	2,006 (1,807)	80.0 (77.5)	20.0 (22.5)
Lower	£ 5.60 - £ 9.97 ph £ 5.30 - £ 9.69 ph	1,482 (1,352)	522 (453)	2,004 (1,805)	74.0 (74.9)	26.0 (25.1)
WSHFT Total		6,137(5,524)	1,884(1,702)	8,021 (7,226)	76.5 (76.5)	23.5 (23.5)

4) Development Throughout 2017

Since April 2017 the Executive Team at Western Sussex Hospitals NHS Foundation Trust (WSHFT) has been providing leadership support to its neighbour Brighton and Sussex University Hospitals (BSUH). In July 2017 Trust Directors were appointed at WSHFT and therefore associated costs connected to the 3 year contract may be influenced as part of the gender pay gap review.

5) Publication of data

The Trust is required to publish information and make it accessible on the Trusts website. The published information is uploaded to the government website with a written statement confirming the calculations are accurate. This must be signed by an appropriate senior person, such as a Director or Chief Executive.

Organisations are required to provide written narrative to support understanding of why a gender pay gap is present and what the organisation intends to do to reduce the gap.

6) Goals and Summary

Western Sussex Hospitals NHS Foundation Trust's goal is to support the workforce by providing flexibility, skills and rewards to develop.

Following the NHS contract refresh the Band 1 pay scale closed to new entrants with effect from 1 December 2018 and employees now commence employment on Band 2. In implementing the NHS contract refresh the trust now ensures the workforce is paid at a level above the living wage. Actions taken to address the gender pay gap are not directly linked to pay; however ensuring a more inclusive balance across the trust will support achieving a greater satisfied and motivated workforce.

To support and attract female talent into the organisation we continue to develop and expand our Apprenticeship programme. Supporting a workforce to shape future career paths and desired aspirations we aim to recruit 3% of our workforce onto an apprenticeship qualification during 2019.

7) Actions to take Forward

The Trust is committed to ensuring an equitable workforce and this paper highlights the gender pay gap data as of 31 March 2018 and the proposed actions that need to be taken in response to the requirement of the GPG. In the next 12 months we will focus on:

- Undertake a further review of the 2019 CEA applications to ensure both female and male employees feel able, are encouraged and confident to apply and outcomes treated fairly.
- Monitor the applications of Trust policies such as flexible working.
- Develop better career pathways for all lower paid staff.
- Making sure there is fair and equitable access to all leadership & management development opportunities.

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