

Gender Pay Gap Report

2018

Gateshead Health NHS Foundation Trust



About the Trust

Gateshead Health NHS Foundation Trust is based in the North East of England and provides a range of health services from the Queen Elizabeth Hospital and Bensham Hospital, as well as many other locations across the borough.

The Trust employs around 3,850 staff and currently provides 600 hospital beds across Gateshead. Alongside a full range of local hospital services, the Trust provides breast screening services for Gateshead, South Tyneside, Sunderland and parts of Durham – and is the North Eastern hub for the National Bowel Cancer and AAA Screening Programmes. The Trust also provides Gateshead community services working with the Gateshead Care Partnership (GCP).

Gender Pay Gap reporting requirements

The gender pay gap legislation introduced in April 2017 requires that UK employers with 250 employees or more publish data about their gender pay gap using six different measures:

- Mean gender pay gap: the difference between the mean hourly rate of pay of male and that of female full-pay relevant employees.
- Median gender pay gap: the difference between the median hourly rate of pay of male and that of female full-pay relevant employees
- Mean bonus gap: the difference between the mean bonus pay paid to male and that paid to female relevant employees
- Median bonus gap: the difference between the median bonus pay paid to male and that paid to female relevant employees
- Bonus proportions: the proportions of male and female relevant employees who were paid bonus pay
- Quartile pay bands: the proportions of male and female full-pay relevant employees in the lower, lower middle, upper middle and upper quartile pay bands. (CIPD)

The gender pay gap differs from equal pay as it is concerned with the differences in the average pay between men and women over a period of time no matter what their role is. Equal pay deals with the pay differences between men and women who carry out the same or similar jobs.

The first Gender Pay Gap Report was published in 2018 and is available at [GPGR Trust 2017](#).

Our gender pay gap report data has been produced using a number of set reports available through the ESR (Electronic Staff Record) system. This is a national NHS tool for generating gender pay gap information and by default takes into account a large number NHS pay and bonus pay elements when generating reports.

Workforce data

The legislation requires us as an employer to calculate the gender pay gap using a snap shot of data collated on 31 March 2018 for ordinary pay and bonus pay calculations are based on a reference period of 12 months (1 April 2017 – 31 March 2018).

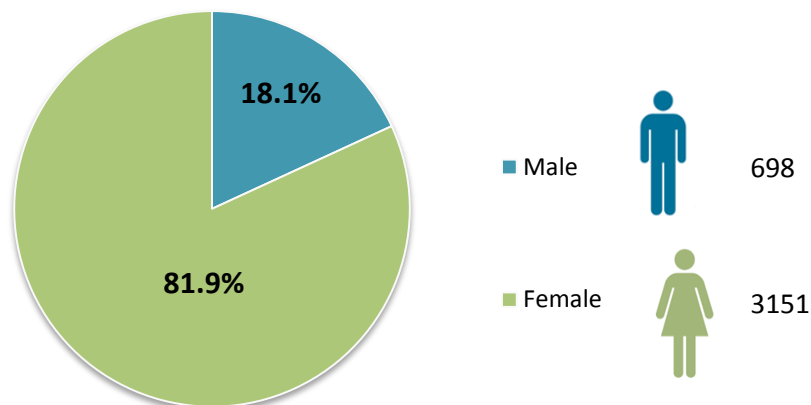
What is included in the calculations:-

- Basic pay (ordinary pay)
- Full paid leave including annual leave, sick, maternity, paternity, adoption or parental leave (ordinary pay)
- On call allowances and shift premium payments (ordinary pay)
- Additional programmed activities for Consultants (ordinary pay)
- Clinical Excellence Awards for Consultants (bonus)

What is excluded from the calculations:-

- Any member of staff who is not receiving full pay when the 'snap shot' data is taken. For example those employees on statutory maternity pay, sick pay or parental leave.
- Overtime pay (including Waiting List Initiatives)
- Expenses, for example mileage for use of vehicle
- Salary sacrifice schemes

Gender split - total number of employees 3849



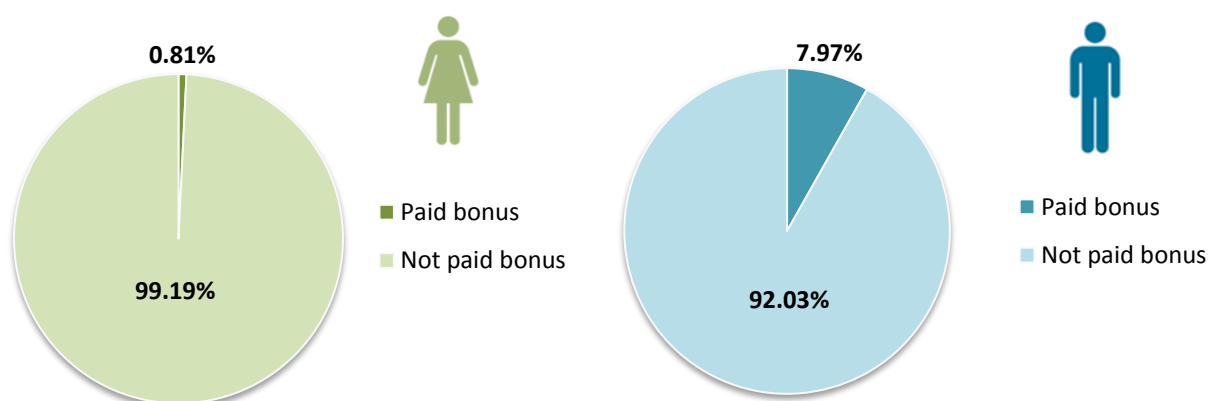
Ordinary pay

The ordinary pay element is calculated after any salary sacrifice deductions are made, therefore lowering the actual pay. The gender split for such schemes will therefore affect the ordinary pay element.

Salary Sacrifice scheme	Female	Male
Payments for Nursery	0.9%	1%
Childcare Vouchers	83 staff	27 staff
Lease Cars	10.9%	10.6%
White Goods	3%	2.8%

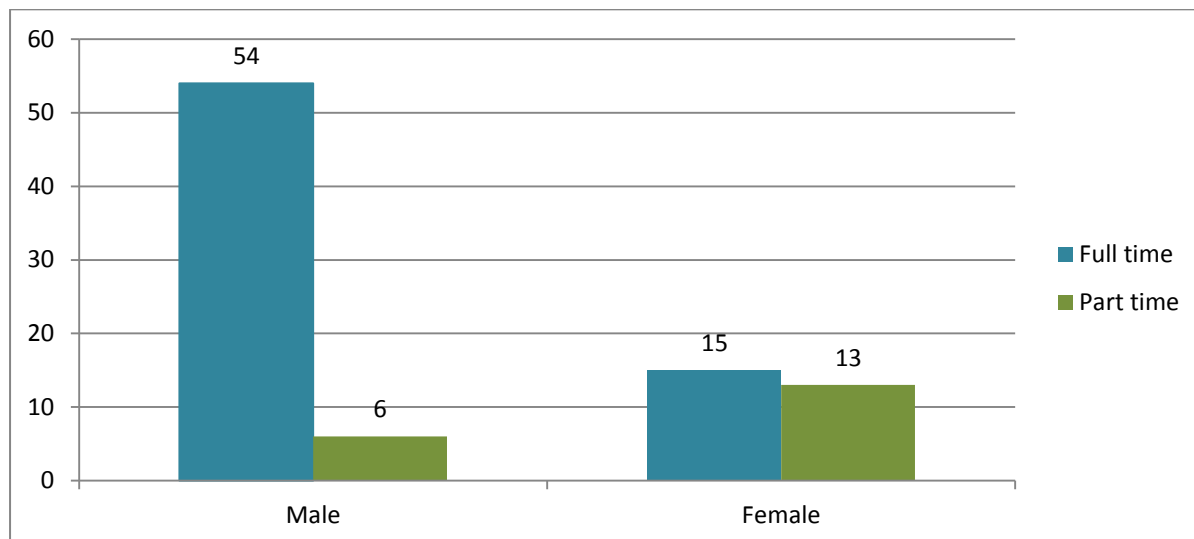
Bonus pay

In our Trust, the only group to receive a bonus payment is the Consultant body in relation to Clinical Excellence Awards. The proportion of male and female employees who received these payments in the reference period are outlined below. There has been a slight increase in the number of female employees receiving bonus payments in the period ending 31st March 2018 compared to the previous bonus period.



We know that more female consultants work part time and this may be a contributing factor to the opportunity to demonstrate the achievements required to receive an award. Our data informs us that there is a large proportion of female consultants working less than full time hours.

Gender and 'hours worked' split of employees receiving a bonus 2017-2018:



Our long service awards are not included in the bonus calculations as they are a benefit in kind.

Gender pay gap

Pay and Bonus pay gap	Mean 2018	Mean 2017	Median 2018	Median 2017
Ordinary Pay	29.84%	30.80%	14.32%	17.46%
Bonus	45.05%	50.48%	51.25%	50.94%

The above table shows our mean and median gender pay gap based on hourly rates of pay as at the snapshot dates of 31st March 2018 and 31st March 2017. It also captures the mean and median difference between bonuses paid to men and women at the Trust in the year up to 31st March 2018 and 31st March 2017.

Quartile pay bands

The proportion of male and female full-pay relevant employees in the equally sized lower, lower middle, upper middle and upper quartile pay bands is as follows:

	2018	2017	2018	2017
Quartile	Female	Female	Male	Male
Upper	70.88%	70.72%	29.12%	29.28%
Upper Middle	83.85%	84.93%	16.15%	15.07%
Lower Middle	86.69%	87.34%	13.31%	12.66%
Lower	86.07%	86.81%	13.93%	13.19%

Summary analysis of Gender Pay Gap

81.9% of our workforce is female and a higher percentage of female staff are employed within the lower to upper middle quartiles compared to the upper quartile. There has been little material change in comparison with the snapshot date of 31st March 2017. There are more male employees in certain occupations that fall into the upper quartile, for example consultants. The gender split across the national landscape of the NHS is 77% female and 23% males and amongst medical staff the ratio is 2:1 with a male dominated workforce. Gateshead is not dissimilar to the national picture.

Our upper quartile (highest paid quartile) has a higher percentage of male employees compared to the percentage of male employees in the other 3 quartiles. The gender split across the other three quartiles remains fairly consistent, however in the upper quartile there are nearly twice as many male employees in comparison to the other quartiles. To explore further the data below tell us that there are more male employees in higher paid roles working more hours than female employees. This is consistent when considering our part time workforce whereby female employees are more prevalent.

Upper Quartile:

Female employees	Male employees
Total number in quartile: 684	Total number in quartile: 281
10.5% Consultants and SAS Grade Doctors 39% Nurses Remainder are team leaders, senior/very senior managers	39.9% Consultants and SAS Grade Doctors 10.7% Nurses Remainder are clinical fellows, senior/very senior managers
<i>Hours worked:</i> 89.6% worked 172.45 units and below in the relevant period 10.4% worked 173.8 units and above	<i>Hours worked:</i> 53.4% worked 171.95 units and below in the relevant period 46.6% worked 173.8 units and above

Summary analysis of Bonus Pay Gap

The only element classed as bonus for the purposes of this report is the Clinical Excellence Award Scheme (CEA). The scheme is intended to recognise and reward those consultants who go above and beyond in the delivery, leadership and continuous improvement of safe and high quality care to patients (the Trust operates a local scheme, as well as some Consultants being part of a national scheme).

Bonus payments were made to 88 Consultants in the relevant period; 28 Female and 60 Male consultants. Female employees received a total of £214,519.03 in bonus payments; an average of £7,661.39 per female. Male employees received a total of £836,579.01 in bonus payments; an average of £13,942.98 per male.

The difference between the average payment made to male employees and female employees is 45.05% - our mean bonus pay gap. Our mean bonus pay gap in 2017 was 50.48% so there has been a slight change of 5.43% with a slight increase in the number of female employees receiving a bonus payment and the average payment being slightly higher compared to the previous year.

2017 to 2018 Gender Pay Gap Comparison

The comparison between 2017 and 2018 highlights the following key points:

Data Category	2017	2018	Comments
Total number of employees	3762 – 82.4% female and 17.6% male	3849 – 81.9% female and 18.1% male	Our overall workforce has increased slightly, with slightly less female and more male staff.
Mean and median gender pay gap	The ordinary pay mean pay gap was 30.8% and the median pay gap was 17.46%	The ordinary pay mean pay gap was 29.84% and the median pay gap was 14.32%	Although our overall number of female employees has decreased, the ordinary pay mean and median pay gaps have also decreased.
Mean and median bonus gap	The bonus pay mean pay gap was 50.48% and the median pay gap was 50.94%	The bonus pay mean pay gap was 45.05% and the median pay gap was 51.25%	Although our overall number of female employees has decreased, the bonus pay mean gap has also decreased.
Bonus pay	26 female and 60 male consultants received a bonus payment. Female employees received a total of £184,989 and an average of £7,115.	28 female and 60 male consultants received a bonus payment. Female employees received a total of £214,519 and an average of £7,661.	There has been a slight increase in the number of females receiving a bonus payment. Nationally work is progressing in respect of accessibility to CEA's which will also be implemented locally (see actions below).
Hours worked	55 full time, 5 part time male consultants 14 full time, 12 part time female consultants.	54 full time, 6 part time male consultants 15 full time, 13 part time female consultants.	Increasing opportunities for flexible working is a key action within the recruitment and retention element of the People Strategy.

Action to reduce the pay and bonus gap

Actions were identified as a result of the 2017 gender pay gap report and as these are still relevant, work will continue to implement them.

Training

Actions identified in 2017:

- Ensure all managers have a sound understanding of the gender pay gap and actions needed to address
- Analyse training opportunities to ensure there are no barriers to our female staff to progress into higher paid roles

General awareness of diversity and inclusion is a key theme in the People Strategy (people priority; develop a workforce that embraces equality and is diverse and inclusive.) Diversity and inclusion general awareness and is covered in induction training as well as different bitesize training sessions the workforce team offer. In 2018 an infographic was published to raise awareness of our gender pay gap and this will be repeated this year. We are confident that training opportunities are open to all employees and our medical staff receive dedicated learning and development funding to enable them to access their chosen opportunities.

Clinical Excellence Awards

Actions identified in 2017:

- Work with appropriate forums to understand why more females do not apply for awards
- Link to appraisal process and promote positive conversation to encourage more female participants
- Consider more positive action to support all part time applicants
- Monitor changes nationally to the Consultants contract which may drive changes to access to CEA's

During 2018 the application and scoring processes for the Clinical Excellence Awards (CEA) have been reviewed. Under the new process the scoring was based on clearly defined, weighted domains (leadership, research, education and teaching) and was undertaken by a panel of members including Associate Directors, Heads of Service, newly appointed Consultants (not eligible to apply for CEAs and representing different Business Units, if available to do so), Chair of the Local Negotiating Committee (LNC), Deputy Director of Workforce and the Chairman. The window for submission of applications was widened allowing more time for completion of applications and all eligible Consultants received email correspondence notifying them of the timeframes. Informal positive conversations took place between colleagues at Consultant level to encourage female members of staff to apply. Early signs indicate that we have had an increase in the number of female and part time members of staff applying for the Clinical Excellence Awards. It is therefore the intention to continue this process for 2019 as well as undertake additional analysis to understand the reasons eligible Consultants are not applying for an award.

Flexible Working

Actions identified in 2017:

- Increase all staff's knowledge of flexible working
- Explore opportunities to improve flexibility in higher paid roles
- Identify role models to raise awareness

The Trust is in the process of implementing the HealthRoster electronic rostering system which is expected to support access to flexible working options. In addition, as part of the People Strategy work plan, projects focusing on retention is reaching a conclusion and actions will include promoting flexible working options, supporting working carers and reviewing flexibility in nursing roles.

Engagement

Action identified in 2017:

- Link with our Your Voice forum and the wider female workforce to understand any gender equality issues

The Gender Pay Gap reports are discussed at the Your Voice forum and the need for further analysis into any potential issues relating to gender equality within the Trust identified as an action moving forward.

Statement

I confirm that Gateshead Health NHS Foundation Trust is committed to the principle of gender pay equality and has prepared its 2018 gender pay gap results in line with mandatory requirements.

Name: Mr John Maddison

Job Title: Acting Chief Executive Officer

Signature: 

Date: 28 March 2019

**If you require a copy of this report in a different format please contact
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