

Gender Pay Gap Report 2018 Southport and Ormskirk Hospital NHS Trust (SOHT)

Introduction:

The purpose of this report is to update the board on the findings of the Gender Pay Gap analysis which all organisations (with over 250 employees) are required to undertake and publish by the 30 March 2019.

Southport and Ormskirk Hospital NHS Trust value our staff and the contribution they make. We are committed to fair pay irrespective of gender and aim to create a working environment where there are equal opportunities for all our staff so they can fulfil their potential and contribute to our aim of providing the high quality personal care to patients. We see this as a perfect fit with the Trust **SCOPE** values.

<p>S upportive C aring O pen and honest P rofessional E fficient</p>

The Trust is passionate about creating a fulfilling, diverse and inclusive place to work, with equality and fairness at the heart of our values, policies and everyday practices. That is why we are committed to be an employer of choice and aim to ensure that our staff have equality of access to jobs, promotion and training and why we highlight to all our staff strategies to overcome unconscious bias in all manner of decisions. This and other supportive policies are making SOHT a more inclusive place to work.

The gender pay gap reporting is a crucial step to better understand the Trusts position and the broader factors which contribute to pay disparity.

The median and mean pay gaps are calculated using the calculations set out in the gender pay gap reporting regulations: -

As from 30 March 2018 the Trust must publish on our website and on a government website, the following:

- mean gender pay gap
- median gender pay gap
- mean bonus gender pay gap
- median bonus gender pay gap
- proportion of males and females receiving a bonus payment
- proportion of males and females in each pay quartile

The gender pay gap should not to be confused with unequal pay. Unequal pay is the unlawful practice of paying men and women differently for performing the same or similar work or work of equal value; whereas the gender pay gap is a measure of the difference between the average hourly earnings of men and women.

If a workforce has a particularly high gender pay gap, this can indicate there may be a number of issues to deal with, and the individual calculations may help us to identify what those issues are and will support and encourage action. At SOHT employees terms and conditions of employment are dictated by national agreements, that is: Agenda for Change, Medical and Dental T&Cs and we have a small number of ungraded senior manager contracts. Our Job Evaluation process enables jobs to be matched to national job profiles and assists us in evaluating jobs locally to determine in which pay band a post should sit. This ensures our pay is fair and appropriate.

Historically 80% of the NHS workforce are women, with more women employed in the lower banded jobs and more men employed in the higher paid Medical and Dental professions. This can have an adverse effect on the average pay figures.

Trust Workforce:

The Trust employed 3060 staff in a variety of roles at the time of the report being compiled in March 2018. The Gender Pay Gap information is based on electronic staff records (ESR) 2018.

Gender	Percentage of workforce
Female	78.10%
Male	21.90%

The Mean average and median hourly rates:

The mean gender pay gap shows the difference in average hourly pay between men and women.

Calculating the mean or average: Add up all the hourly pay rates and divide by the number of staff.

The Mean average hourly rate

Gender	Mean Avg. Hourly Rate £
Male	£ 19.7671
Female	£ 14.7827
Difference	£ 4.9844
Pay Gap %	25.2156%

The table above shows the mean hourly rate for a male is £19.76 compared to £14.78 for female members of staff as of 31st March 2018 a pay gap of 25.2%

Southport and Ormskirk Hospital NHS is higher than the national average with women earning around 25% less than men, the national UK average is 18% (not

specifically the NHS). These figures are driven by the fact that more of our higher paid employees tend to be male senior Medical staff qualifying for Clinical Excellence Awards (CEAs).

The median gender pay gap is the difference between the median hourly rate for male employees and the median hourly rate for female employees.

Calculating the median: Rank the hourly rate from high to low and take the midpoint

The Median average hourly rate

Gender	Median Hourly Rate £
Male	£ 14.1824
Female	£ 13.5863
Difference	£ 0.5961
Pay Gap %	4.2032%

The table above shows the median hourly rate for a male is £14.18 compared to £13.58 for female staff members, this shows an average pay gap of 4.2%.

The mean average and the median bonus pay received in the last 12 months

Alongside ordinary rates of pay, we are also required to report on bonus payments. The only payments of this nature that we pay are the clinical excellence awards payable to our medical consultants. Clinical excellence awards exist to recognise and reward the exceptional contribution of NHS consultants, over and above that normally expected in their role. Awards are dependent on merit and not seniority or age.

Clinical Excellence Awards

Number of staff eligible: 45

Gender	Employees Paid Bonus	Total Relevant Employees	Percentage%
Male	36	664	5.42%
Female	9	2381	0.38%

The data in tables below relates to clinical excellence awards for medical staff as this is the only payment identified within the ESR standard report.

Gender	Mean. Pay	Median Pay
Male	£12,710.20	£9,040.50
Female	£ 9,736.26	£6,027.04
Difference	£ 2,973.94	£3,013.46
Pay Gap %	23.40%	33.33%

Male consultants on average receive higher CEA pay than female consultants	
Mean Pay Gap:	23.40%
Median Pay Gap:	33.33%

Proportion of men and woman in each pay quartile

Quartile	Female	Male	Female %	Male %
1	559.00	178.00	75.85%	24.15%
2	630.00	125.00	83.44%	16.56%
3	620.00	105.00	85.52%	14.48%
4	552.00	210.00	71.88%	28.13%

Medical Dental and other workforce

Of the medical and dental workforce	Male %	Female %
	66.5%	33.5%
Remainder of workforce	Male%	Female%
	17.7%	82.3%

There are more Males in the higher paid category of medical and dental staff however increasing numbers of woman are entering the medical profession.

Work on closing the gender pay gap

If a workforce has a particularly high gender pay gap, this can indicate there may be a number of issues to deal with, and the individual calculations may help to identify what those issues are. SOHT wants to create a diverse and representative workplace – one that will attract talented people from all backgrounds, and will give everyone, including those already working for us, the opportunity to achieve their full potential, ensuring that we do the best for our Staff and Patients. In support of this agenda we are:

- The positive approach we take towards equal opportunities we think will ensure that both genders will be treated equally, and is outlined in our Equality and Diversity Information leaflet – widely available in the organisation.
- Our options for employment flexibility are open to all staff and are not driven by gender. We will further promote our flexible options to ensure all staff are aware of them
- Maximising female talent in the workplace means first asking the right questions to identify and understand any challenges or barriers that may exist within the organisation, we intend to review all Staff Survey Data and gather information over the coming months to consider if we need to do something different for our female employees.
- Coaching and Mentoring the Trust to review opportunities and interventions on offer to support the talent development of women in the workplace, including targeted mentoring and coaching programmes

