**Gender Pay Gap Report 2022**

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**Introduction**

In line with the Equality Act 2010 (Gender Pay Gap Information Regulations 2017), Northampton General Hospital NHS Trust has undertaken gender pay gap reporting on the snapshot date of 31 March 2021.

The Trust has calculated the following for its employees and workers:

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

At the time the snapshot was taken the Trust had 5863 employees/workers, of which 4590 (78.22%) were female and 1277 (21.78%) were male.

Compared to the 2021 report the workforce has decreased by 106 members of staff. The female workforce has decreased by 1.04% and the male workforce has increased by the same percentage.

The ratio of male to female staff that the Trust has is commonplace for an acute district general hospital such as Northampton. The greatest proportion of staff at the Trust are Nurses, Midwives and Healthcare Assistants.

The majority of these staff are female and the number of registrants with the Nursing and Midwifery Council (NMC) supports this. In their The NMC Register Mid-year update

1 April–30 September 2021 they reported that 89.2% of the people on their register identified as female, while 10.8% identified as male and 0.7%) said their gender does not match their sex at birth.

**NHS Pay Structure**

The majority of staff at the Trust are on the national Agenda for Change Terms and Conditions of Service. The basic pay structure for these staff is across 8 pay bands and staff are assigned to one of these pay bands on the basis of job weight, as measured by the NHS Job Evaluation Scheme. Within each band there are a number of incremental pay progression points as agreed by the NHS National Staff Council.

During 2018 The NHS Staff Council reached agreement on reform of the NHS Terms and Conditions of Service (Agenda for Change), resulting in a three-year pay deal, as well as reform of the pay structure and changes to terms and conditions. As a result, the new pay structure increased starting salaries, reduced the number of pay points in each band and will shorten the amount of time it takes to reach the top of the pay band for most staff.

Medical and Dental staff have different sets of Terms and Conditions of Service, depending on seniority. However, these too are set across a number of pay scales, for basic pay, which have varying numbers of thresholds within them.

There are separate arrangements for Very Senior Managers, such as Chief Executives, Directors and other senior managers who are not on an Agenda for Change Terms and Conditions of Service.

As a public sector organisation, some of the services that are provided are on a 24/7 basis and therefore staff that work unsocial hours, participate in on-call rotas and work on general public holidays will also be in receipt of enhanced pay in addition to their basic pay. This mainly applies to clinical staff who work in ward areas along with non-clinical senior managers, who participate in the Senior Manager/Executive on-call rota and non-clinical staff who provide 24/7 services such as Estates and auxiliary staff.

The Trust does have a number of clinical departments that do not provide 24/7 such as clinics and outpatient areas and therefore these staff roles may not attract enhancements.

**Mean Gender Pay Gap**

The mean hourly rate is the average hourly wage across the entire organisation so the mean gender pay gap is a measure of the difference between women’s mean hourly wage and men’s mean hourly wage.

The 2021 mean gender pay gap for the Trust demonstrates that female staff are paid 32.0% less than male staff. This is a deterioration of 4.1% in the mean pay gap from the previous year, as demonstrated in Table 1 below:

**Table 1 - Mean Hourly Rates, the difference and percentage pay gap, from 2020 to 2021**

|  |  |  |  |
| --- | --- | --- | --- |
|  | Mean Hourly Rate 2020 | Mean Hourly Rate 2021 | Mean Hourly Rate 2020/21 Variation |
| Male | £22.79 | £24.95 | +£2.16 |
| Female | £16.42 | £16.96 | +£0.54 |
| Difference | £6.37 | £7.99 | £1.62 |
| Pay Gap | 27.9% | 32.0% | -4.1% |

**Median Gender Pay Gap**

The median hourly rate is calculated by ranking all employees from the highest paid to the lowest paid, and taking the hourly wage of the person in the middle, so the median gender pay gap is the difference between women’s median hourly wage (the middle paid woman) and men’s median hourly wage (the middle paid man).

The 2021 median gender pay gap for the Trust demonstrates that female staff are paid 12.5% less than male staff. This is a deterioration of 1% in the median pay gap from the previous year, as demonstrated in Table 2 below:

**Table 2 - Median Hourly Rates, the difference and percentage pay gap, from 2020 to 2021**

|  |  |  |  |
| --- | --- | --- | --- |
|  | Median Hourly Rate 2020 | Median Hourly Rate 2021 | Median Hourly Rate 2020/21 Variation |
| Male | £16.23 | £17.24 | £1.01 |
| Female | £14.37 | £15.10 | £0.73 |
| Difference | £1.86 | £2.14 | £0.28 |
| Pay Gap | 11.5% | 12.5% | -1.0% |

**Mean Bonus Gender Pay Gap**

This calculation includes the bonuses that were paid to workers on the Clinical Nurse Bank who completed 150 hours of bank work. This is part of the Trust’s bonus loyalty scheme to increase the numbers of clinical bank workers and reduce the use of agency staff. Recipients of these bonuses are primarily Nurses, Midwives and Healthcare Assistants. It also includes any Clinical Excellence Awards (CEA’s) awarded to Consultants.

The 2021 mean bonus gender pay gap for the Trust demonstrates that female staff are paid 81.4% less than male staff. This is a deterioration of 1.1% in the mean bonus gender pay gap from the previous year, as demonstrated in Table 3 below:

**Table 3 - Mean Bonus Rates, the difference and percentage pay gap, from 2020 to 2021**

|  |  |  |  |
| --- | --- | --- | --- |
|  | Mean Bonus Rate 2020 | Mean Bonus Rate 2021 | Mean Bonus Rate 2020/21 Variation |
| Male | £5,889.09 | £6,126.61 | £227.52 |
| Female | £1,159.92 | £1,137.86 | -£22.06 |
| Difference | £4,729.17 | £4,988.75 | £259.58 |
| Pay Gap | 80.3% | 81.4% | -1.1% |

**Median Bonus Gender Pay Gap**

The 2021 median bonus gender pay gap for the Trust demonstrates that female staff are paid 82.1% less than male staff. This is a deterioration of 3.8% in the median bonus gender pay gap from the previous year, as demonstrated in Table 4 below:

**Table 4 - Median Bonus Rates, the difference and percentage pay gap, from 2020 to 2021**

|  |  |  |  |
| --- | --- | --- | --- |
|  | Median Bonus Rate 2020 | Median Bonus Rate 2021 | Median Bonus Rate 2020/21 Variation |
| Male | £2764.63 | £2,515.27 | -£249.36 |
| Female | £600 | £450 | -£150 |
| Difference | £2,164.63 | £2,065.27 | -£99.36 |
| Pay Gap | 78.3% | 82.1% | -3.8% |

**Proportion of Males and Females Receiving a Bonus Payment**

Of the total workforce eligible for bonuses (Consultants in receipt of CEA payments and those registered as workers on the Clinical Nurse Bank), 14.4% of males received bonuses compared to 14.8% of females. This is an improvement for males by 4.7%, however the number of females has deteriorated by 1.6%, as demonstrated in Table 5 below:

**Table 5 – Proportion of Males and Females Receiving a Bonus Payment from 2020 to 2021**

|  |  |  |  |
| --- | --- | --- | --- |
|  | Bonus Rate 2020 | Bonus Rate 2021 | Bonus Rate 2020/21 Variation |
| Male | 9.7% | 14.4% | 4.7% |
| Female | 16.4% | 14.8% | -1.6% |
| Difference | 6.7% | 0.4% | 6.3% |

**Proportion of Males and Females in Each Quartile Pay Band**

At the time the snapshot was taken the percentage of female staff was 78.22% and the percentage of male staff was 21.78%.

As shown in Table 6, below, the percentage of females in the all the quartiles is greater than the male percentage. In the lower, lower middle and upper middle quartiles the split is broadly representative of the Trust split. In the upper quartile there is a significant reduction of in females compared to males.

**Table 6 – Proportion of Males and Females in Each Quartile Pay Band from 2020 to 2021**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| Quartile | 2020 | | | 2021 | | |
| Gender | Number | % | Gender | Number | % |
| Lower | Male | 285 | 19.1% | Male | 277 | 18.9% |
| Female | 1207 | 80.9% | Female | 1188 | 81.1% |
| Lower Middle | Male | 271 | 18.2% | Male | 275 | 18.8% |
| Female | 1221 | 81.8% | Female | 1191 | 81.2% |
| Upper Middle | Male | 222 | 14.9% | Male | 237 | 16.2% |
| Female | 1270 | 85.1% | Female | 1229 | 83.8% |
| Upper | Male | 460 | 30.8% | Male | 484 | 33.0% |
| Female | 1033 | 69.2% | Female | 982 | 67.0% |

**Further Analysis**

In relation to the mean and median gender pay gaps further analysis shows that the greatest impact on the gap falls within Other Medical and Dental and the Consultant workforce as shown below in Table 7 and 8. Both of these staff groups have a greater number of male staff than female staff within them.

Our Very Senior Managers are at -8.6% for the mean calculation and -8.4% for the median calculation. This group of staff has more females than males in post.

Agenda for Change Bands 8a-9 is -4.9% for the mean calculation and -4% for the median. This group of staff also have more females than males in post.

The greatest number of staff fall into Agenda for Change Bands 1-7, and this group has the greatest number of females in post across the whole of the organisation. This group of female staff are paid more than our male staff at +14.5% for the mean calculation and +9.6% for the median calculation.

**Table 7 – Split of Mean Gender Pay Gap by Staff Groups**

|  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
|  | Other Medical & Dental | | Consultants | | Very Senior Managers | | Agenda for Change Bands 8a – 9 | | Agenda for Change Bands  1-7 | |
| Male | £25.51  (191) | -17.3% | £61.92  (177) | -10.6% | £55.84  (9) | -8.6% | £27.83  (60) | -4.9% | £13.27  (836) | +14.5% |
| Female | £21.09  (184) | £55.35  (89) | £51.04  (11) | £26.48  (179) | £15.19  (4127) |

(Number of staff in staff group)

**Table 8 – Split of Median Gender Pay Gap by Staff Groups**

|  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
|  | Other Medical & Dental | | Consultants | | Very Senior Managers | | Agenda for Change Bands 8a – 9 | | Agenda for  Change Bands  1-7 | |
| Male | £25.97  (191) | -9.5% | £60.00  (177) | -8.1% | £53.19  (9) | -8.4% | £27.52  (60) | -4.0% | £12.74  (836) | +9.6% |
| Female | £23.51  (184) | £55.16  (89) | £47.80  (11) | £26.42  (179) | £13.96  (4127) |

(Number of staff in staff group)

The graph below further demonstrates that the gap between the numbers of female staff to male staff starts to lessen from the hourly rate of £30 per hour. At the hourly rate of £50 and above the number of males becomes greater than the number of females.

In respect of the proportion of males and females receiving a bonus payment, our data shows that of the 862 staff who received a bonus, 193 of those were Consultants receiving a Clinical Excellence Award (CEA). Of these 193 Consultants, 133 were male (69%) and 60 were female (31%). The average CEA payment calculation was £7,638 for males compared to £5,799 for females, resulting in a gap in bonus pay of £1,8,39 for Clinical Excellence Awards.

**Conclusion**

The Trust continues to be committed to taking action in order to close the gender pay issues identified in this report.

We will be undertaking the following actions over the coming year, which we hope will help to close the gender pay gap

1. Improving our inclusive approaches to recruitment, by reviewing our policies and processes and expanding our talent management offering.
2. Reviewing and promoting our agile/flexible working policy and processes to ensure, where possible, we provide colleagues with greater flexibility to carry out their role whilst managing their personal commitments at home.
3. Reviewing and enhancing the leave available when colleagues are starting a family.
4. Strengthening our staff inclusion groups to provide them with a meaningful voice across the organisation that enables colleague to be heard on the issues that affect them.