

Gender Pay Gap Report 2018

The Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017, introduced gender pay reporting legislation, which requires employers with 250 or more employees to publish statutory calculations every year identifying the pay gap between male and female employees. The Trust mirrors the gender profile of the NHS, as detailed in Appendix 1.

There are two sets of regulations. The first is for private and the voluntary sectors, with an effective date of 5 April 2017. The Public Sector regulations are effective from 31 March 2017, with a requirement for the gender pay gap information to be published on both the Colchester Hospital University NHS Foundation Trust website and the government website by 31 March 2018 for the reporting period of 1 April 2016 to 31 March 2017. There are six indicators which are required to be published.

The gender pay gap is different to equal pay. Equal pay relates to the differences between individuals or groups performing the same or similar work. It is unlawful to pay people unequally because of their gender.

Gender pay gap has a focus on the differences between the average earnings for all men and all women within the workforce, regardless of their level or role within the organisation.

A wider definition of who counts as an employee is used here (from the Equality Act 2010). This means that workers are included, as well as some self-employed people. Agency workers are included, but counted by the agency providing them.

Under the Equality Act, an employer may take what the law terms “positive action” to help employees or job applicants if certain criteria is met and evidence available and it believes:

- They are at a disadvantage because of their sex, and/or
- Are under-represented in the organisation, or whose participation in the organisation is disproportionately low, because of their sex and/or
- Have specific needs connected to their sex

Gender Pay Indicators

There are six calculations to be undertaken with the results being published on the Trust’s website and a government website within 12 months.

An employer must publish six calculations showing their:

- Average gender pay gap as a mean average
- Average gender pay gap as a median average
- Average bonus gender pay gap as a mean average
- Average bonus gender pay gap as a median average
- Proportion of males receiving a bonus payment and proportion of females receiving a bonus payment
- Proportion of males and females when divided into four groups ordered from lowest to highest pay

Identification of Pay Levels

There are national terms and conditions of service for NHS staff, including pay. The terms and conditions of employment vary for the medical workforce, however, the pay structures remain at the nationally agreed rates. Local pay is determined by the Remuneration Committee for very senior managers.

Where roles fall within the national Agenda for Change terms and conditions of employment, Colchester Hospital University NHS Trust has a job evaluation programme, which enables jobs to be matched to national profiles and enables the Trust to evaluate jobs locally, resulting in an allocation of Agenda for Change pay band to each role.

Colchester Hospital University NHS Foundation Trust Gender Pay Gap Indicators

Data is required to be submitted to 1 decimal point. For differences in rates of pay and bonuses, a positive percentage indicates that men in the Trust receive a higher rate than women in the Trust. Bonus pay for this purpose relates to Clinical Excellence Awards for medical staff. Each part-time worker counts as one employee for gender pay reporting purposes.

4.1 - Hourly rate of pay: Mean and Median

4.1.1 - Difference in hourly rate of pay – mean: 27.4%

4.1.2 - Difference in hourly rate of pay – median: 7.2%

Average & Median Hourly Rates		
Gender	Avg. Hourly Rate	Median Hourly Rate
Male	20.9958	14.7967
Female	15.2345	13.7296
Difference	5.7613	1.0672
Pay Gap %	27.4404	7.2123

4.2 - Bonus Pay

4.2.1 - Difference in bonus pay – mean: 36.1%

4.2.2 - Difference in bonus pay – median: 0%

Gender	Avg. Pay	Median Pay
Male	12,585.02	8,950.75
Female	8,048.51	8,950.75
Difference	4,536.51	0.00
Pay Gap %	36.05	0.00

4.2.3 - Males who received bonus pay: 5.62%

4.2.4 - Females who received bonus pay: 0.44%

Gender	Employees Paid Bonus	Total Relevant Employees	%
Female	15.00	3376.00	0.44
Male	59.00	1050.00	5.62

4.3 - Employees by pay quartile

Number of employees Q1 = Low, Q4 = High				
Quartile	Female	Male	Female %	Male %
Lower Quartile 1	807.00	209.00	79.43	20.57
Lower Middle Quartile 2	784.00	232.00	77.17	22.83
Upper Middle Quartile 3	862.00	154.00	84.84	15.16
Upper Quartile 4	639.00	378.00	62.83	37.17

Next Steps

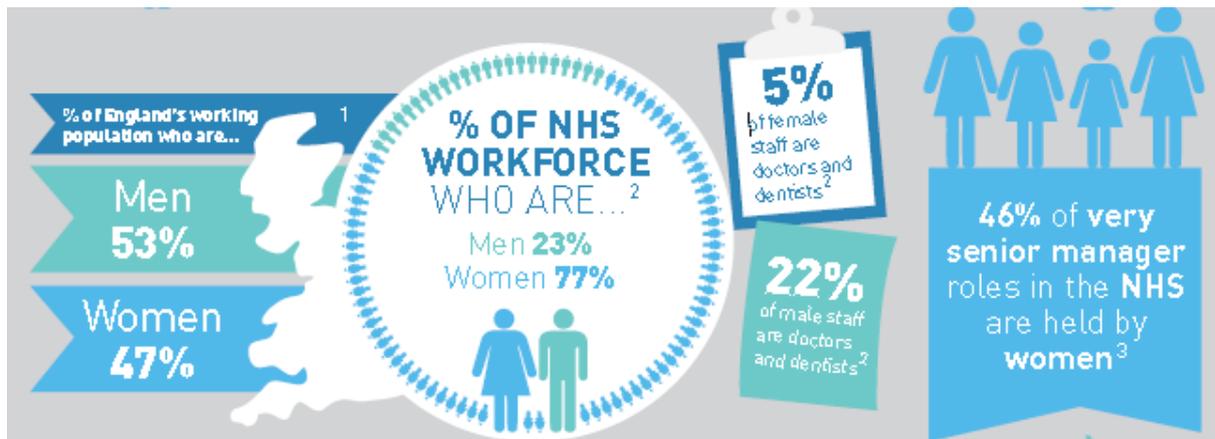
A more detailed analysis by staff group and division will take place to inform a Gender Pay Gap action plan. The action plan should be developed with managers, colleagues and trade union representatives, with clear timescales and monitoring and evaluation included. The action plan will:

- Communicate to existing staff that the Trust is committed to building a diverse and inclusive workplace, that gives equal opportunities to all employees irrespective of gender
- Assist in monitoring pay, bonus and career progression among staff to ensure that all employees, irrespective of gender are supported to reach their full potential on the basis of skill development, patient experience and high performance.
- Be available to potential applicants, which may attract a wider pool of talented people for vacancies, helping the Trust to recruit the best possible candidates;
- Provide a positive message to report in subsequent gender pay reporting statements, which is particularly useful if some of the measures identified may take some time to be implemented and effective.

Appendix 1: Our workforce Gender Profile

The workforce at CHUFT is similar to the overall NHS workforce gender profile. There are some areas where there are predominantly more of one gender, however, a key priority is ensuring that colleagues are not disadvantaged due to their gender.

The Diversity Champion programme is an area of development, which has included the launch of additional support to LGBT colleagues.



Gender Profile of Colchester Hospital University NHS Foundation Trust

