



Gender Pay Gap Report 2017

Introduction

Mid Cheshire Hospitals NHS Foundation Trust's services are committed to ensuring that everyone has an equal chance to live a long and healthy life, regardless of age, disability, gender identity, marital / civil partnership status, pregnancy / maternity, race, religion or belief, sex, or sexual orientation.

It is essential, therefore, that we take steps to ensure that we are a good employer which values and welcomes different ideas and skills of our staff. Our goal is to recruit, engage, develop and retain outstanding people who reflect the communities we serve and who work together to deliver our common aims and objectives.

Gender pay gap legislation was introduced in April 2017 which requires all organisations with 250 or more employees to publish their gender pay gap annually as of 31 March 2017. From April 2017 employers have up to 12 months to publish this information. The information must be published on the organisations website in addition to a government website.

The gender pay gap shows the average difference in the average pay between men and women. Gender pay gap reporting is a valuable tool for assessing levels of equality in the workplace, female and male participation, and how effectively talent is being maximised. This differs from equal pay which looks at the pay differences between men and women who carry out the same jobs, similar jobs or work of equal value.

Job Evaluation

The Trust's pay and grading system and policies are in line with the NHS Agenda for Change (AFC) terms and conditions. Agenda for Change is underpinned by a tailored job evaluation scheme which is a pay and grading system for all NHS staff with the exception of doctors, dentists and some very senior managers.

The job evaluation scheme was specifically developed for the NHS across the UK and it determines the basic pay of all staff covered by the Agenda for Change terms and conditions. This is done by evaluating each job across a range of factors and allocating relevant levels to each factor according to the job role being considered. Each of these levels has an allocated points score; the points total for a job determines the appropriate pay band for that job. This allows jobs in different professions but with overall equal value to be appropriately measured. All new job roles are evaluated under the job evaluation scheme to ensure that they are graded fairly and objectively without gender bias or any other form of discrimination. All evaluated jobs are then placed onto a pay band.

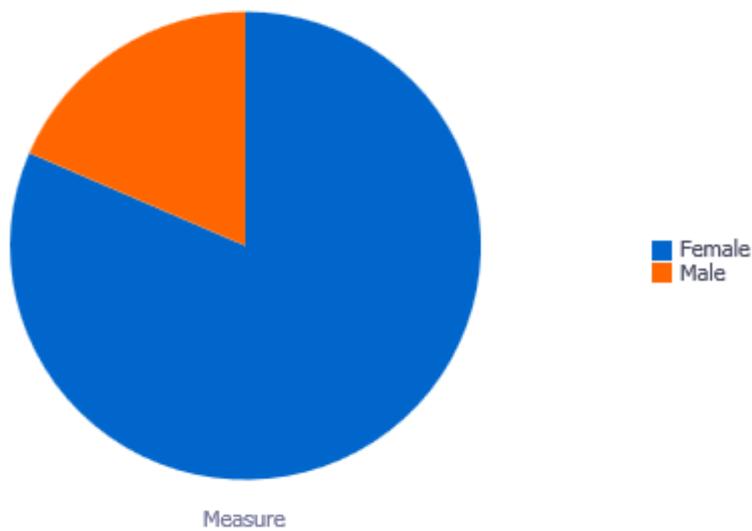
Material Factors Influencing Pay Levels

A number of factors can influence pay levels, which occur within the scope of an organisation's pay policies, these are known as material factors and can be used to objectively justify pay and pay variations. Material factors include:

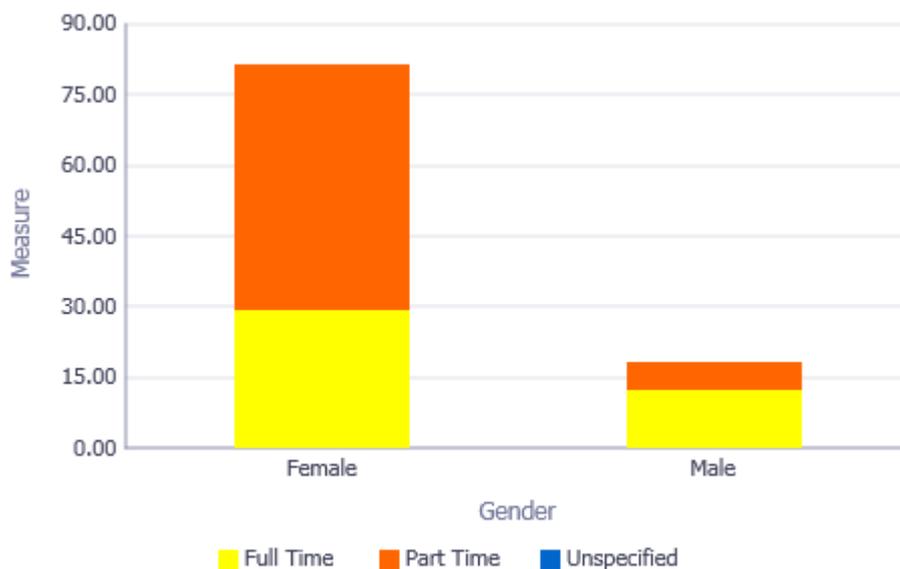
- Length of service;
- Starting pay, pay protection and progression;

Overall, pay variances between males and females within an organisation can also be influenced by the proportion of males and females within each pay band, i.e. a higher number of females in the lower pay bands would result in a larger overall pay gap between overall total average pay for male staff and female staff within an organisation. The gender gap remains at a national level due to different ways man and women participate in the labour market. This may be due to choice of occupations and caring responsibilities

Pay and benefits based on length of service are covered specifically by the Equality Act 2010. It permits benefits to be awarded on length of service up to and including five years.



As at 31st March 2017 the gender make up of Mid Cheshire Hospitals consisted of 81.7% female and 18.3% male.



The above graph shows the gender split between full time and part time working. A total of 58% of the workforce work part time hours, 52% of females and 6% of males. For full time working the rates are 29% and 12.5% respectively.

Rates of Pay

The average rate of pay is calculated from a specific pay period; in this case a snap shot date of March 2017 has been used. The data includes both staff on Agenda for Change and staff on non-Agenda for Change terms and conditions. The hourly rate is calculated for each employee based on 'ordinary pay' which includes basic pay, allowances and shift premium pay. The hourly rate for staff has been calculated using the total monthly hours worked. Any overtime payments have been excluded. The median rate is calculated by selecting the average hourly rate at the mid-point for each gender group.

Gender	Average hourly rate	Median hourly rate
Male	£19.06	£13.97
Female	£14.11	£12.26
Difference	£4.95	£1.71
Pay Gap %	25.9%	12.21%



The above shows that the current gap between male and female average hourly pay rates is £4.95 less for females, a difference of nearly 26%. When comparing the median hourly rate the gap decreases with a difference of 12.21% (lower for females) or £1.71.

Quartile	Female	Male	Female %	Male %
1	890	195	82.03	17.97
2	932	154	85.82	14.18
3	919	167	84.62	15.38
4	810	276	74.59	25.51

Note: Q1 low, Q4 high

In order to create the quartile information all staff are sorted by their hourly rate of pay. This list is then split into 4 equal parts.

The information shows that the largest proportion of male staff are paid in the higher quartile. This is as a result of a greater distribution of male employees employed at the Trust in the

medical profession than females and is not an unusual trend across the NHS as a whole. In addition, whilst there are slightly fewer males employed overall in senior roles across the Trust than females, this is disproportionate when considering the gender split of the organisation as a whole.

The second largest proportion of males are in the lowest quartile, primarily in support services roles in the Estates and Facilities Division.

Females have higher numbers in quartiles 2 and 3 where the majority of administration and clerical and nursing posts are positioned.

Bonus Pay Gap

As an NHS organisation the only pay elements that fall under the bonus criteria are Clinical Excellence Awards (CEA's) and Discretionary Points which are only applicable to certain groups of medical staff.

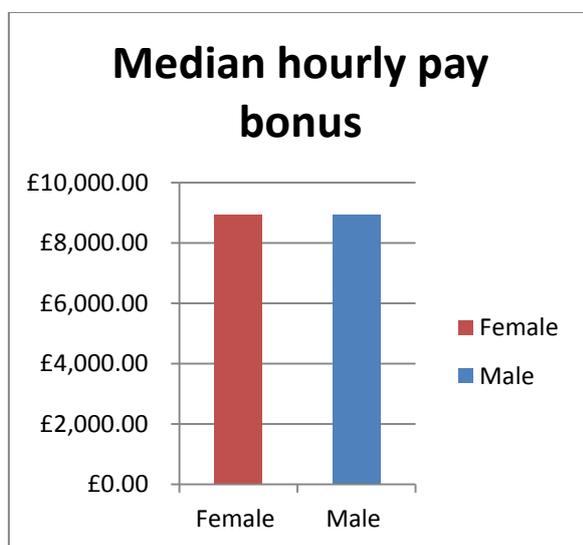
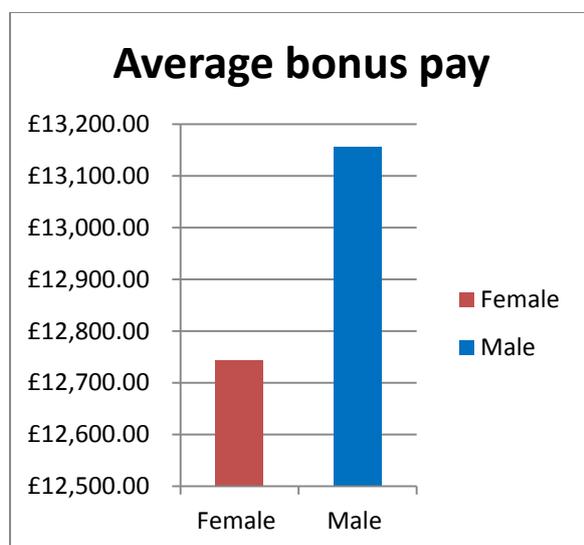
The Clinical Excellence Awards (CEA) scheme is intended to recognise and reward those consultants who contribute most towards the delivery of safe and high quality care to patients and to the continuous improvement of NHS services. In particular, awards are made to consultants who demonstrate sustained commitment to patient care and wellbeing, sustain high standards of both technical and clinical aspects of service while providing patient-focused care and those through active participation in clinical governance contribute to continuous improvement in service organisation and delivery.

The pay elements that are used in this calculation are awarded as a result of recognition of excellent practice over and above contractual requirements and have no gender bias.

Median Pay	Gender	Average Pay
£8950.75	Female	£12,744.17
£8950.75	Male	£13,156.37

**Difference
Pay Gap %**

**£412.20
3.13%**



	Employees paid bonus	Total relevant employees	%
Female	7	4120	0.17
Male	43	912	4.71

The information shows that there is a 3.13% bonus gap for bonus payments between males and females although the median pay is equal across the sexes. There is a greater distribution of male employees on the Medical and Dental contract than females. This is not unusual as this depicts a trend that is reflected across most of the NHS whereby a larger proportion of consultant roles are held by males.

Conclusion

The data illustrates that, whilst the equal pay audit has revealed some variation in the pay received between men and woman, analysis of available information does not find it as attributable to any form of discriminatory pay practice.

It is recommended that the gender pay gap is monitored and bench marking analysis is undertaken against other NHS Trusts once the data has been published. Gender pay gap reports will be completed on an annual basis and it will be possible to analyse whether the Trust gap is closing.

It is important to note that job evaluation systems won't address the gender pay gap if the Trust has a majority of men in higher-paid roles. The solution to the pay gap lies in culture changes such embracing more flexible work in senior roles and reducing bias and discrimination in recruitment, promotions and talent management.

The Trust need to review recruitment strategies to bring more women into the medical workforce and senior management positions, in addition to encouraging males into nursing and administrative and clerical roles.

Statement

I confirm that Mid Cheshire Hospitals NHS Foundation Trust is committed to the principle of gender pay equality and has prepared its 2017 gender pay gap results in line with mandatory requirements.

Estelle Carmichael
Director of Workforce and Organisational Development