

LUTON AND DUNSTABLE UNIVERSITY HOSPITAL NHS FOUNDATION TRUST

GENDER PAY GAP REPORT

As at 31st March 2017

Introduction to Gender Pay Reporting

Gender Pay Gap Legislation gives a statutory requirement to all employers who have 250 or more employees to capture and analyse specific data and to publish an Annual Gender Pay Gap Report.

This legislation was necessary even though 2017 has marked 42 years since the Sex Discrimination Act 1975 came into force making provision for Gender Equality in the work place. This is because women actually still face long term inequalities and are disadvantaged by unfair or lesser treatment. (The current relevant Gender statistics for the NHS as a whole can be seen in Appendix 1).

The first capture of the required annual data was at the 31st March 2017. This must be both published transparently in a report on the Trust's website, and specific data uploaded to a Government website, by March 30th 2018 and therein after annually.

The Data Required by the Regulations

Employers are required to calculate the:

- **Ordinary pay** - the gross hourly rate of ordinary pay relating to the pay period and then:

The gender difference in the mean pay, median pay and mean bonus in the pay period

- **Mean Gender Pay Gap** - difference between the mean hourly rate of ordinary pay
- **Median Gender Pay Gap** - difference between the mean (and median) ordinary pay
- Mean Bonus Gender Pay Gap** - difference between the mean rate of bonus
- **Median Bonus Gender Pay Gap** - difference between the mean (and median) bonus
- **Proportion of Males and Females in Each Quartile Pay Band**

The data in this report is accurate and is calculated using the national ESR Gender Pay Gap Reporting tool. This tool uses the appropriate definitions, calculations and methodology.

What does the report show?

Gender Pay Gap data gives transparency about gender and pay across the Trust which can be benchmarked with that of National, NHS, Public Sector or other group data. It also

provides further information and analysis to explain the resulting data and to detail any areas to address as part of demonstrating our commitment to equality.

The narrative provided by the Trust in the report is extra to the statutory requirements but is a key part of assessing, understanding and explaining the data so that the data results are not misinterpreted for want of background detail.

The Gender Pay Gap and Equal Pay are not the same thing

It is important to recognise that the gender pay gap differs to equal pay. Equal pay is in relation to pay differences between men and women who carry out the same job for different pay, which is unlawful. The gender pay gap is not unlawful but shows the difference in average pay of all men and the average pay of all women employed by the Trust.

It is possible to have genuine pay equality but still have a significant gender pay gap.

A significant Gender Pay Gap could affect an organisation's reputation. The data used is a tool for measuring career opportunities, promotions and progress for women and the wider the gap the more indication of inequalities and poor organisational performance for women. There are significant benefits and values for both genders, for an organisation and for the UK economy in having an equalised workforce.

Terms and Conditions of Service

The majority of staff at the Trust are on the Agenda for Change Terms and Conditions of Service (AfC) and the Trust uses the national job evaluation framework for AfC staff to determine appropriate pay bandings; this provides a clear process of paying employees equally for the same or equivalent work. Each grade has a set of pay points for annual progression, the longer period of time that someone has been in a grade the higher their salary is likely to be irrespective of their gender.

Medical and Dental staff have different Terms and Conditions of Service, depending on their seniority, these are also set across a number of basic pay scales with different thresholds within them and like AfC they provide a clear process of paying employees equally for the same or equivalent work.

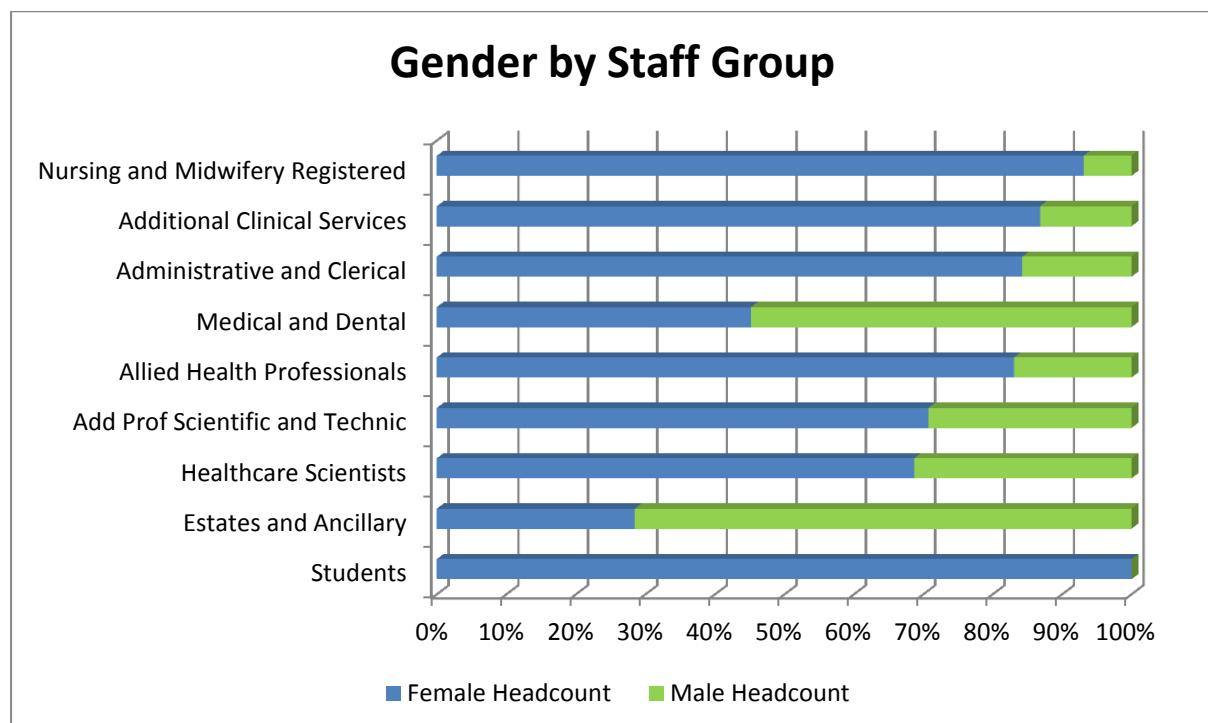
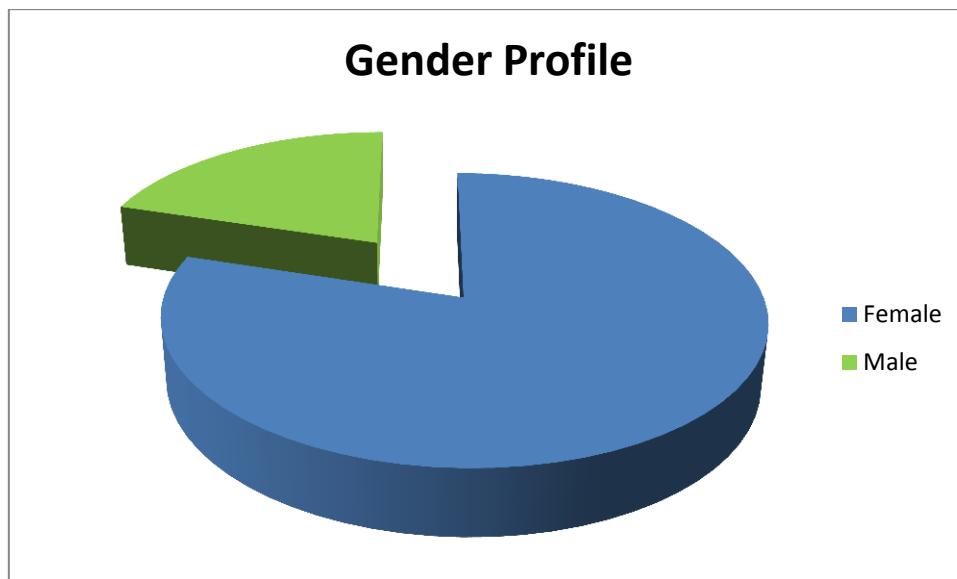
Senior Managers such as Directors and Chief Executive have separate pay arrangements that are agreed by the Trust Board.

As an Acute Hospital the Trust provides services 24/7 and some employees may have bank and permanent positions, work unsocial hours and participate in on-call rotas for which they receive enhanced pay in addition to their basic pay.

Senior medical staff are also paid additional responsibility payments where they hold management positions within the Trust, such as Medical, Clinical or Divisional Directors and eligible medical staff are also paid Clinical Excellence Awards in addition to their basic pay. This section of the workforce has a higher proportion of males.

Gender Profile

At March 31st 2017, the Luton and Dunstable University Hospital NHS Foundation Trust had 4156 relevant staff of which 3316 (79.8%) were female and 840 (20.2%) were male. The greatest proportion of our employees are nurses and nursing support staff such as healthcare assistants, the majority of which are female.



Pay Gap - Mean and Median

Average & Median Hourly Rates

Gender	Avg. Hourly Rate	Median Hourly Rate
Male	22.04	16.57
Female	15.63	13.69
Difference	6.41	2.89
Pay Gap %	29.08%	17.42%

Quartile

Q1 = Low, Q4 = High

Quartile	Female	Male	Female %	Male %
1	853.00	186.00	82.09	17.90
2	890.00	150.00	85.58	14.42
3	900.00	140.00	86.53	13.47
4	676.00	364.00	65.00	35.00

Pay Gap Comparison – what do these results mean for the Trust?

For the Trust there

- A higher ratio of female to male in the workforce. The ratio for the NHS is 78% to 22% and for the Trust is 79.8% to 20.2% respectively.
- In the higher quartile of pay the ratio of female to male becomes 65% female to 35% male and females tend to be in the lower bands
- There is a predominantly male workforce in the higher banded Medical and Dental Professions where a bonus is applied (more details of the bonus follow this section).

Bonus Pay Gap

Gender	Avg. Bonus Pay	Median Bonus Pay
Female	7,298.07	5,967.20
Male	10,963.97	8,950.75
Difference	3,665.90	2,983.55
Pay Gap %	33.44%	33.33%

Gender	Employees Paid Bonus	Total Employees	%
Female	21.00	3969	0.53%
Male	60.00	1086	5.52%
Overall	81	5055	1.60%

The Clinical Excellence Awards (CEA)* is a bonus system which only applies to Medical consultants in recognition of outstanding achievements in high quality patient care. Consultants are a higher banded profession and only 81 staff are eligible for this bonus. Since Medical consultants are a predominantly male workforce only 21 of the 81 staff eligible are female. This has a high impact on the Gender Pay Gap results.

Additional Analysis

By undertaking additional analysis the Trust can better understand and share where the gender pay gaps mainly occur, for instance not just by the pay quartiles but by band and by staff group.

Staff groups

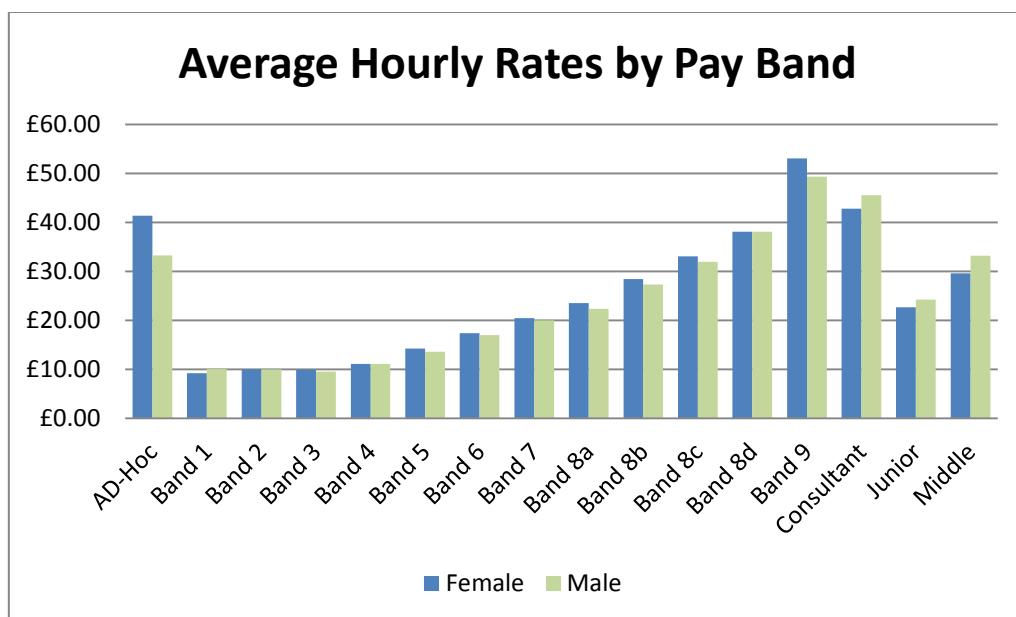
Looking across the staff groups the largest gender pay gaps for women appear in Administrative and Clerical (26.14%) and Medical and Dental (12.34%) followed by Estates and Ancillary (6.55%) and Healthcare Scientists (7.69%).

Conversely there are no male students and lower hourly rates for male are particularly seen for Allied Health Professionals, Additional professionals, and Nursing and Midwifery.

Staff Group	Avg. Hourly Rate	Female Headcount	Male Headcount	Female - Hourly Rate	Male - Hourly Rate	Difference	Avg. Pay Gap %
Add Prof Scientific and Technic	£17.23	75	31	£17.53	£16.50	-£1.03	-6.27%
Additional Clinical Services	£10.43	752	114	£10.44	£10.34	-£0.10	-0.99%
Administrative and Clerical	£13.16	746	139	£12.47	£16.88	£4.41	26.14%
Allied Health Professionals	£17.09	167	34	£17.33	£15.94	-£1.38	-8.66%
Estates and Ancillary	£10.45	37	93	£9.95	£10.64	£0.70	6.55%
Healthcare Scientists	£18.97	68	31	£18.49	£20.03	£1.54	7.69%
Medical and Dental	£33.27	254	308	£30.89	£35.23	£4.35	12.34%
Nursing & Midwifery Registered	£17.22	1,212	90	£17.28	£16.39	-£0.89	-5.40%
Students	£13.31	8	N/A	£13.31	£0.00	-£13.31	N/A
Grand Total	£16.93	3,319	840	£15.63	£22.04	£6.41	29.08%

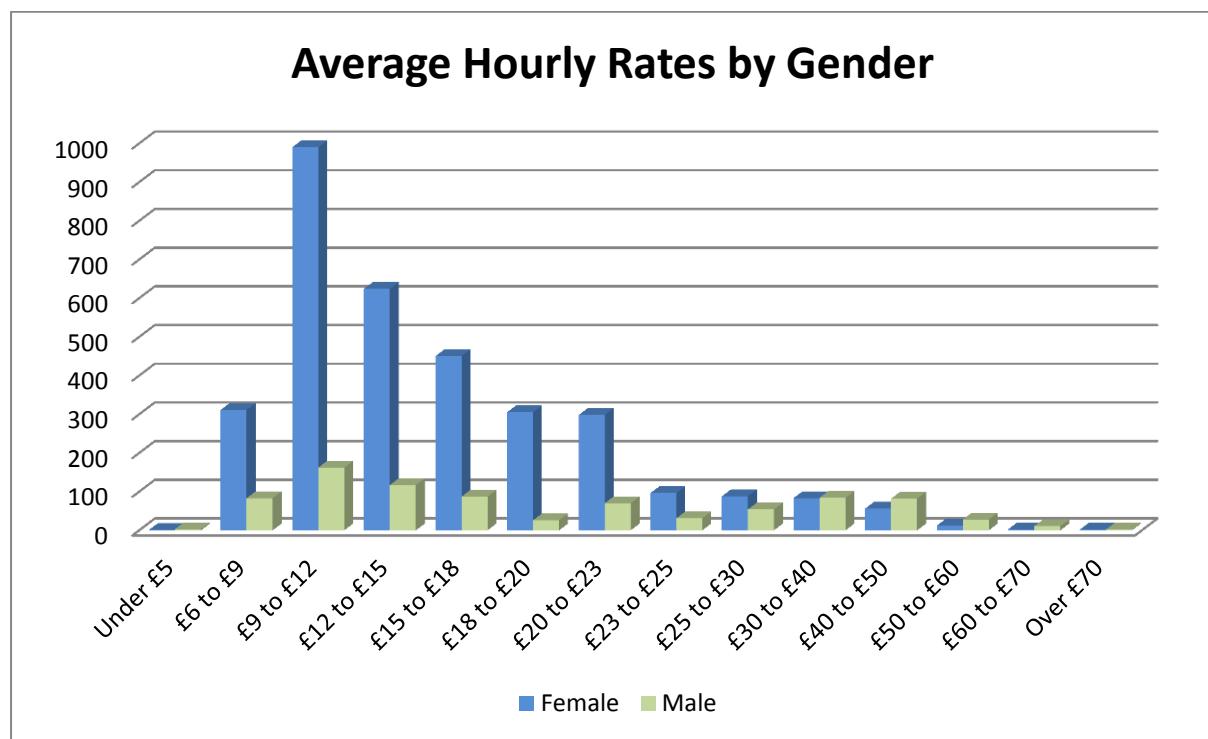
Pay Bands

Looking across the pay bands the largest gender pay gaps for women appear in Bands 1, 2 and in the Medical and Dental pay bands.



Average Hourly Rates By Pay Band	Avg. Hourly Rate	Female Headcount	Male Headcount	Female - Hourly Rate	Male - Hourly Rate	Difference	Gap
AD-Hoc	£36.26	7	12	£41.38	£33.27	-£8.11	-24.38%
Band 1	£9.96	11	69	£9.24	£10.08	£0.83	8.27%
Band 2	£10.01	780	117	£10.01	£10.03	£0.03	0.26%
Band 3	£9.88	237	37	£9.92	£9.58	-£0.34	-3.60%
Band 4	£11.16	322	41	£11.16	£11.16	£0.00	0.03%
Band 5	£14.20	676	108	£14.30	£13.58	-£0.72	-5.27%
Band 6	£17.36	579	65	£17.41	£16.98	-£0.43	-2.51%
Band 7	£20.40	325	45	£20.46	£19.98	-£0.48	-2.41%
Band 8a	£23.38	75	14	£23.57	£22.37	-£1.19	-5.33%
Band 8b	£28.18	30	9	£28.44	£27.30	-£1.14	-4.17%
Band 8c	£32.61	11	8	£33.06	£31.99	-£1.08	-3.37%
Band 8d	£38.10	8	4	£38.10	£38.09	-£0.02	-0.05%
Band 9	£51.44	4	3	£53.04	£49.30	-£3.74	-7.59%
Consultant	£44.48	94	144	£42.83	£45.56	£2.73	5.99%
Junior	£23.48	133	129	£22.71	£24.26	£1.55	6.40%
Middle	£31.63	27	35	£29.58	£33.21	£3.62	10.91%
Grand Total	£25.16	3,319	840	£25.33	£24.80	-£0.53	-2.14%

* Please note that a “–“ figure denotes a positive pay gap for women.



When staff in some of the higher quartile pay levels are excluded (Ad-hoc and Consultants) this has a significant impact on the mean and median Gender Pay Gap; the pay gap reduces from 29.08% to 12.53%. This is because there are proportionally fewer females in the higher paid bands. A similar impact can be observed if only the medical and dental grades are excluded from the data.

Pay Gap Without Consultants and Ad-Hoc Grades		
Gender	Avg. Hourly Rate	Median Hourly Rate
Male	16.8975	14.5200
Female	14.7806	13.4500
Difference	2.1168	1.0700
Pay Gap %	12.53%	7.37%

The measures we can consider for reducing the Gender Pay Gap

The Trust will continue to review annually the gender split across all bands and staff groups including the Board and look to see if there are barriers to female career progression. We will also consider the following:

- Review our leadership programmes and talent management initiatives to see if these are attractive to women and support them to progress.
- Take account of gender in the providing of leadership opportunities e.g. NHS Insight Improvement Programme, Shadow Board Programme, coaching, mentoring or opportunity for secondments or to lead important projects.
- Explore how we can attract more men into the profession at lower bands and within Nursing and Midwifery to get a better gender balance and equalities.

Appendix 1

Gender Statistics in the NHS March 2018

NHS workforce data shows:

General Ratios

- that the ratio of women to men within the overall healthcare workforce is 78% to 22% respectively (in the Trust it is 80% to 20%)
- Even though the NHS is composed of 77% female staff, females make up:
 - only 42% per cent of chief executives,
 - 32% of finance directors,
 - 24% of medical directors,
 - 68% of human resources directors

However, they do make up 85 % of nursing directors.

Doctors

- 47% of all doctors practising in the NHS are female
- 52% per cent of GPs are female.
- There has been a 46% increase in the headcount of female GPs since 2004, while male headcount has decreased 4.7%
- A striking 68% of GP registrars (those training to become GPs), are female.
- 49% of practising hospital / community doctors who qualified in the UK, are female,