

GENDER PAY GAP RESULTS

From 2017, any organisation that has 250 or more employees is required to publish and report specific figures about their gender pay gap to show the pay gap between their male and female employees. The figures must be calculated using a specific reference date – the ‘snapshot date’ – which is 31st March each year for public sector organisations. The figures must be published annually within a year of this date – by 30th March each year.

The gender pay gap is a measure of the difference between the average earnings of men and women, expressed as a percentage of men’s earnings. For example, ‘women earn 15% less than men per hour’.

The gender pay gap is different to equal pay. ACAS says: “Equal pay deals with the pay differences between men and women who carry out the same jobs, similar jobs, or jobs of equal value. It is unlawful to pay people unequally because they are a man or a woman.”

For all non-medical and dental staff except very senior managers, the Trust uses Agenda for Change terms and conditions of employment, job evaluation and levels of pay which have been legally recognised to abide by the principles of equal pay for work of equal value. Job evaluation evaluates the job and not the post holder. It makes no reference to gender or any other personal characteristics of existing or potential job holders.

As part of Agenda for Change, provided the appropriate level of performance and delivery has been achieved during a review period (every member of staff has an annual appraisal), under current national pay arrangements individuals will progress from pay point to pay point on an annual basis.

Further information about Agenda for Change Pay and Conditions are included in the National [NHS Terms and Conditions of Service Handbook](#).

The data published by the Trust and shown below has been calculated using standard reports provided within the NHS Workforce Profile dashboard in the Electronic Staff Record system used by many NHS trusts. It shows the gender pay gap snapshot data for UH Bristol on 31st March 2018.

Gender Pay Gap Indicators

Organisations must publish and report:

- mean gender pay gap in hourly pay
- median gender pay gap in hourly pay
- 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

University Hospitals Bristol workforce context

The gender split within the overall workforce at the ‘snapshot date’ of 31st March 2018 was 77% female and 23% male.

The proportion of females and males in each pay banding at the snapshot dates are shown in this table:

Band	31 st March 2017		31 st March 2018	
	Male	Female	Male	Female
Band 1	41%	59%	43%	57%
Band 2	20%	80%	19%	81%
Band 3	18%	82%	19%	81%
Band 4	19%	81%	19%	81%
Band 5	13%	87%	13%	87%

	31 st March 2017		31 st March 2018	
Band	Male	Female	Male	Female
Band 6	15%	85%	15%	85%
Band 7	18%	82%	18%	82%
Band 8	27%	73%	26%	74%
Band 9	80%	20%	64%	36%
Medical & Dental	45%	55%	43%	57%

Gender Pay Gap Results – 31st March 2017 and 2018

Mean (average) gender pay gap in hourly pay

Gender	Average Hourly Rate	
	31 st March 2017	31 st March 2018
Male	£20.70	£20.43
Female	£16.10	£16.32
Difference	£4.60	£4.11 ¹
Pay Gap %	22.24%	20.11%

The mean (average) hourly rate of pay is calculated for all employees who have been paid at their full basic pay² during the relevant pay period.

The Mean (average) pay gap % is based on a calculation of the hourly rate of pay for each employee; a calculation of the mean hourly rate by gender and then a calculation of the difference between the mean hourly rate between males and females.

The percentage difference for the mean (average) hourly rate of pay is 20.11%. *(Compared with 22.24% at 31st March 2017)*

This calculation used the average hourly rate of 7,063 female staff and 2,152 male staff. *(Compared with 7,008 female staff and 2,190 male staff at 31st March 2017.)*

Median gender pay gap in hourly pay

Gender	Median Hourly Rate	
	31 st March 2017	31 st March 2018
Male	£14.56	£14.79
Female	£14.42	£14.64
Difference	£0.14	£0.15
Pay Gap %	0.94%	1.02%

¹ RAG rating indicates the year on year position – so where it is green it has improved or stayed the same, red highlights where the difference or gap has increased.

² Basic pay includes: basic pay; paid leave, including annual, sick, maternity, paternity, adoption or parental leave (except where an employee is paid less than usual or nothing because of being on leave); area and other allowances (including Additional Programmed Activities and Clinical Excellence Awards for Medical staff); shift premium pay, defined as the difference between basic pay and any higher rate paid for work during different times of the day or night.

The median pay gap % is based on a calculation of the hourly rate for each employee, which is then sorted by gender and hourly rate then finding the mid-point in the list for each gender. The difference between the middle values is calculated and this difference is divided by the male middle value.

The percentage difference for the median hourly rate of pay is 1.02%. *(Compared with 0.94% at 31st March 2017)*

By identifying the wage of the middle earner, the median is the best representation of the 'typical' gender difference.

There is a significant difference between the mean and median pay gaps. This is largely due to the fact that the mean average takes into account the absolute salary values of all staff, whereas the median takes the actual value of the salary in the middle of the range. The median does not take into account the actual values at either end of the scale, so the median result would be the same whatever the salary values of the organisation's highest earners.

Mean (average) and median bonus gender pay gap %

Gender	Average Bonus Pay	
	31 st March 2017	31 st March 2018
Male	£13,699.48	£14,094.89
Female	£10,572.44	£10,884.45
Difference	£3,127.04	£3,210.44
Pay Gap %	22.83%	22.78%

Gender	Median Bonus Pay	
	31 st March 2017	31 st March 2018
Male	£8,950.75	£9,040.50
Female	£5,967.20	£6,027.04
Difference	£2,983.55	£3,013.46
Pay Gap %	33.33%	33.33%

The calculations above include both national and local Clinical Excellence Awards and Distinction Awards. Under the national Medical & Dental terms and conditions, Consultants are eligible to apply for Clinical Excellence Awards (CEA). National CEAs are determined externally and administered by the Department of Health. Local CEAs are administered within the Trust on an annual basis. These are the only bonuses paid to Trust staff.

National Clinical Excellence Awards

There were 34 awards, of which 10 were woman: 4 had bronze awards and 6 had silver. The total value of these awards was £410,852. The total value of the awards for the male recipients was £977,212.

Local Clinical Excellence Awards

Prior to the revision of the scheme in 2018/19, historic LCEA arrangements require that awards are retained which demonstrates an inequity in the allocation of the awards. Of the 210 awards, 77 were awarded to women at a total value of £580,602 and 133 were men at a total value of £1,224,353.

There was a 40% female / 60% male allocation of new awards in the 2017/18 round, there have been further improvements in the recent round.

The mean bonus pay gap % is calculated by identifying the bonuses paid to staff still employed at the snapshot date over the 12 months before that date; calculating the mean (average) bonus paid to each gender and then the difference between the mean values.

The median bonus pay gap % is based on the bonus pay paid to each member of staff, sorted by pay values and groups by gender, finding the mid-point in the list for each gender and then calculating the difference between the median values and dividing the difference by the male median value.

Proportion of males and females receiving a bonus payment

	Employees Paid Bonus	% of All Employees	Employees Paid Bonus	% of All Employees
Gender	31 st March 2017		31 st March 2018	
Female	91	1.30%	93	1.09%
Male	155	7.10%	156	6.05%

The proportion of males and females shown above is a percentage of all relevant full-pay employees.

Proportion of males and females in each pay quartile

	Female (number of employees)	Male (number of employees)	Female (number of employees)	Male (number of employees)
Quartile	31 st March 2017		31 st March 2018	
1 (Lower quartile)	1,712	586	1,723	579
2 (Lower middle quartile)	1,815	486	1,845	458
3 (Upper middle quartile)	1,946	354	1,953	352
4 (Upper quartile)	1,535	764	1,542	763

	Female %	Male %	Female %	Male %
Quartile	31 st March 2017		31 st March 2018	
1 (Lower quartile)	74.50%	25.50%	74.85%	25.15%
2 (Lower middle quartile)	78.88%	21.12%	80.11%	19.89%
3 (Upper middle quartile)	84.61%	15.39%	84.73%	15.27%
4 (Upper quartile)	66.77%	33.23%	66.90%	33.10%

This shows the proportions of male and female full-pay relevant employees in four quartile pay bands, which is done by dividing the workforce into four equal parts.

This calculation is done by listing all employees and sorting them by hourly rate of pay, dividing the list into four equal quarters and showing the proportion of male and female employees in each quartile band.

The data shows the spread of male and female earners across the organisation.