



Frimley Health
NHS Foundation Trust

Gender
Pay Gap
Report
for
Frimley
Health

March 31

2018

Background

Under the Equality Act 2010 s.83, the Trust must carry out an audit and publicly report on the difference in earnings between male and female employees.

The Trust must publish six calculations:

- 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

The information provided is a snapshot as at 31st March 2017.

1. Mean Gender Pay Gap

Mean Gender Pay Gap in hourly pay is 18.90% in favour of Male Staff

The data shows Female Staff on average:

- Are paid more than male staff in Bands 2 and 4 -7 and Bands 8a – 8c as well as on Non Agenda for Change Bands
- Are paid less pay than Male staff in the Medical Staff Group and at Bands 8d and above
- Are paid less than Male Staff on Very Senior Management Pay Grades although the gap at this pay level is much smaller than that for Band 8d and above

2. Median Gender Pay Gap in hourly pay is 2.80% in favour of Male Staff (The hourly rate of a woman/man at the midpoint of all the women/men)

- Analysis of this data shows the gap in hourly pay is markedly in favour of women across Bands 4 – 6, Band 8c, Non AFC and VSM level

3. Mean Bonus Pay Gap is 27% in favour of Male Staff

- Clinical Excellence Awards payments are used in this data
- This group has a different gender split when compared to the Trust as a whole

4. Median Bonus Gender Pay Gap – 33.3% in favour of Male Staff

- Median Gender pay gap is 33.3% and in favour of male staff

5. Proportion of males and females receiving a bonus payment

- The numbers of staff overall receiving a bonus is relatively small when compared to the Trust as a whole
- However over twice as many male staff (110 or 5%) receive a bonus payment compared to female staff (52 or 1%)

6. Proportion of Males and Females in each pay quartile

The highest proportion of female staff is in the Upper Middle Quartile and this figure is higher than the gender split for the Trust as a whole

- Lower Quartile: 76.64% Female, 23.36% Male
- Lower Middle Quartile: 80.44% Female, 19.56% Male
- Upper Middle Quartile: 85.25% Female, 14.75% Male
- Upper Quartile: 68.32% Female, 31.68% Male

7. Recommendations

Addressing the gaps identified in the above report will require a co-ordinated approach across Human Resources as there will be further investigatory work needed. Next step will be as follows:

- Ensuring that the CEA decision making committee has proportion of female members
- Encouraging female applications for Clinical Excellence Awards
- Review criteria on which Clinical Excellence Awards are based which may encourage more female applicants to apply
- Carrying out an analysis of female and male staff pay in staff groups to establish the degree of variances in salary for similar roles; such as Housekeeping, Portering, Healthcare Assistants
- Analysing pay data by age and gender and also by working pattern
- Analyse variances at Agenda for Change Bands 8d and above