



Frimley Health
NHS Foundation Trust

Gender
Pay Gap
Report
for
Frimley
Health

March 29th

2019

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 2018.

1. Mean Gender Pay Gap

Mean Gender Pay Gap in hourly pay is 18.40% in favour of Male Staff: 0.5% improvement on 2017 figures

The data shows Female Staff on average:

- Are paid more than male staff in Bands 2 and 4 - 6 and on Very Senior Management Pay Grades
- Are paid less pay than Male staff in the Medical Staff Group and at Bands 8a - 8d

2. Median Gender Pay Gap in hourly pay is 3.80% 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 2 & 4 – 6 and VSM level

3. Mean Bonus Pay Gap is 31.8% in favour of Male Staff

- Clinical Excellence Awards (CEA) payments are used in this data
- This group has a different gender split when compared to the Trust as a whole
- The proportion of Female Consultants receiving CEAs compared to Male Consultants reflects the Gender diversity of that staff group

4. Median Bonus Gender Pay Gap – 5% in favour of Male Staff

- Median Gender pay gap is 5% 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 119 male staff (or 5%) received a bonus payment compared to 68 female staff (or 1%).
- The number of Female staff receiving a bonus has increased by 18 from 2017 figures compared with 9 more Male staff

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. There has been an increase of over 5% of Female staff in the Upper Quartile, however it is just shy of reflecting the Gender diversity in the Trust.

- Lower Quartile: 77.49% Female, 22.51% Male
- Lower Middle Quartile: 78.40% Female, 21.60% Male
- Upper Middle Quartile: 84.41% Female, 15.59% Male
- Upper Quartile: 73.92% Female, 26.08% 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:

- Report on the level of CEA awarded by Gender and consider effects of retirement awarding of CEAs
- Continue to encourage female applications for Clinical Excellence Awards
- Analysing the likely impact of introducing time limits to CEAs (2018 – 2021)
- 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