

**Title and Author of Paper:**

Gender Pay Gap Report 2017-2018  
Richard Watson - Head of Workforce

**Paper for Debate, Decision or Information:** Information**Key Points to Note:**

In line with other NHS organisations across Yorkshire and Humber, there has been a coordinated approach to sharing comparison data in advance of the reporting deadline of April and to also publicly upload data on 7<sup>th</sup> March 2018 as International Womens Day.

Across the region shows a range of pay gaps between 7% and 33%. This will be broadly in line with the rest of the NHS and varies depending on the type of NHS organisation reporting.

NAVIGO Headline data of:

- 11.75% pay gap in mean average hourly rate.  
The average male in Navigo earns £15.64 and hour compared to females who earn £13.80 per hour.
- -0.38% pay gap in median average hourly rate.  
Considering all females, and males within Navigo in order of their rate, the middle female in the list has a slightly higher rate of pay than the middle male.
- An overall workforce comprising of 77.6% females.
- Within the bottom half, lower two quartiles of pay within Navigo this proportion of males to females is consistent.
- Within the upper middle of all pay, there are proportionally more males than females
- Within the top 25% upper quartile of all pay within Navigo, there is a greater proportion of males than in other quartiles. In part due to a number of males within medical posts that fall into this group.
- As an organisation the Senior Management team is predominantly female.
- Consistent across the NHS there are more females within traditionally lower paid roles i.e. domestic, healthcare support.
- Bonus pay data highlights two female Consultants are in receipt of a bonus, and 1 male.
- The value of the male bonus would appear to be twice that of female counterpart average. Note: Clinical excellence award bonuses are set amounts payable each year the data highlights that we have one male in receipt of a level 2 award, and two females in receipt of a level 1 award.
- Given the small numbers of staff eligible for bonus payments data comparisons at this level do need to be made in context.

**Brief narrative for inclusion on agenda/s:**

Summary of Gender Pay Gap ESR data and explanatory notes.

**Budget Implications:**

None immediately identified

**Equal Opportunities and Other Implications:**

Summary above highlights Equality issues in relation to understanding our local data and the national perspective in relation to Gender pay and healthcare sector issues and comparisons.

Agenda for Change pay bands and job evaluation are utilised as per the NHS, and allow no discrepancy due to gender of individuals undertaking the same role

CEA bonus payments for consultants, also have a similarly defined national structure which takes account of the contribution of clinical work, not gender.

Whilst somewhat better than the NHS comparable averages, NAViGO and our staffing mirrors the NHS, with proportionally more females in lower paid roles i.e. support, compared to more males in higher paid roles i.e. Medical.

**Action Proposed and Person Responsible for Action:**

1. Ensure future reporting requirements are met through monthly/annual workforce reporting.
2. Maintain updates from National reporting, incorporate key recommendations & actions into local workforce and Navigo workplan as appropriate.

Richard Watson - Head of Workforce

**Outcome Required:** None

**Date for completion:** NA

## Gender Pay Gap Data

### **Background**

We are required to publish gender pay gap information annually for all employees who are employed under a contract of employment, a contract of apprenticeship or a contract personally to do work. This includes those under agenda for change terms and conditions medical staff, and very senior managers.

All calculations are made relating to the pay period in which the snapshot day falls. As this is the first reporting year, this will be the pay period including 31 March 2017 with information to be published by April 2018.

We are required to undertake and publish the following calculations:

1. the hourly rate of ordinary pay relating to the pay period in which the snapshot day falls
2. the difference between the mean hourly rate of ordinary pay of male and female employees, and
3. the difference between the median hourly rate of ordinary pay of male and female employees.
4. the difference between the mean (and median) bonus pay paid to male and female employees
5. the proportions of male and female employees who were paid bonus pay
6. the proportions of male and female employees in the lower, lower middle, upper middle and upper quartile pay bands by number of employees rather than rate of pay.

In addition to rates of pay, we are also required to report on bonus payments.

The only payments to qualify that we pay are clinical excellence awards (CEA) payable to our medical consultants. These awards exist to recognise and reward the exceptional contribution of NHS consultants, over and above that normally expected in their role, and are based on nationally set criteria and scoring from a diverse panel. Awards are dependent on the demonstration of such contributions, and not on factors such as seniority, age or gender.

Given the low numbers of Medical consultants within Navigo, and even fewer receiving CEA's, the information here should be noted with caution, that one individual receiving a CEA may distort the overall percentage shown.

## NAVIGO Data

Navigo Health & Social Care CIC

ESR snapshot date 31.3.2017

### Basic Pay

Average & Median Hourly Rates

Gender	Avg. Hourly Rate	Median Hourly Rate
Male	15.6420	12.3020
Female	13.8039	12.3495
Difference	1.8381	-0.0475
Pay Gap %	11.7508	-0.3862

Number of employees by Quartile | Q1 = Low, Q4 = High

Quartile	Female	Male	Female %	Male %
1 Lower	103.00	28.00	78.63	21.37
2	101.00	31.00	76.52	23.48
3	114.00	18.00	86.36	13.64
4 Upper	91.00	41.00	68.94	31.06

### Bonuses

Gender	Pay Value
Female	£2,975.26
Male	£5,967.19
Female	£2,983.55

Gender	Avg. Pay	Median Pay
Male	5,967.19	5,967.19
Female	2,979.41	2,979.41
Difference	2,987.79	2,987.79
Pay Gap %	50.07	50.07

Gender	Employees Paid Bonus	Total Relevant Employees	%
Female	2.00	494.00	0.40
Male	1.00	134.00	0.75

## Context

As our most viable comparators, and similarly 'staffed' organisations, NAViGO needs to look to the wider NHS to understand the context. Of those NHS organisations published to date (10 March 2018), they show a range between 7% and 33% in gender pay gap depending on the type of Trust, with hospital Trusts at the higher end of the scale.

These findings are influenced by the number of doctors – as high earners – each Trust employs. Navigo employs significantly fewer medical staff than most NHS organisations, hence our pay gap is lower.

The NHS has made significant progress towards gender equality in the workplace and performs better than most FTSE100 companies for the number of females in senior leadership positions.

Across the wider NHS:

- 41% of chief executives are women
- 46% of very senior managers are female
- 45% of the total medical workforce, including 35% of consultants, are women
- 53% of doctors now in training are female
- 52% of GPs are women.

The NHS has an equal pay system (agenda for change) where pay for work of equal value is recognised. For example, a male nurse and female nurse entering the profession with the same qualifications and experience will be on the same pay scale.

With approximately 80% of the NHS workforce being women and with a fairly equal gender split among highly-paid staff such as doctors, the average earnings of female employees is significantly lower than the average earnings of male employees. This gap comes despite the fact that a man and woman doing the same job are on the same pay grade.

Any gender pay gap in the wider NHS highlights both low pay and inequality in high pay, partly as support roles are predominantly undertaken by women.

To close the gap organisations, including NAViGO can be more responsive to flexible working, recognise the challenges of pursuing a career when working part time, and create a culture that promotes women in senior positions as role models.