

Title and Author of Paper:

Gender Pay Gap Report 2018-2019
Richard Watson - Head of Workforce

Paper for Debate, Decision or Information: Information

Key Points to Note:

In line with other public sector bodies we are required to publish our gender pay gap data as below, the accuracy of the data is ensured as it is automatically downloaded from the NHS electronic staff record.

NAVIGO Headline data of:

- 12.59% pay gap in mean average hourly rate, this is an increase of 15p per hour gap compared to last year.
The average male in Navigo earns £15.77 an hour compared to females who earn £13.79 per hour.
- 8.55% pay gap in median average hourly rate.
Considering all females, and males within Navigo in order of their rate of pay, the middle male in the list has a higher rate of pay than the middle female.
- An overall workforce comprising of 79.3% females, and increase of 1.6% compared to last year.
- Within the bottom quartile (25%) of pay within Navigo this proportion of males to females is consistent.
- 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 which in part offsets the number of high earning males within medical roles.
- Consistent across the NHS there are more females within traditionally lower paid roles i.e. domestic, healthcare support. This is a similar picture for Navigo.
- There are proportionally more females in Navigo in receipt of a bonus in terms of % of workforce.
- The value of the average male bonus would appear to be over three times that of female counterpart average. Note: Clinical excellence award bonuses are set amounts payable each year to medical staff, a very small proportion of our overall workforce.
- Given the small numbers of staff eligible for bonus payments data comparisons at this level are not representative.

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:

Over 10,500 employers submitted data last year, the average pay gap being 14.34%, Navigo was considerably better than this. However as many organisations are yet to submit for this year, comparison would be premature.

Undoubtedly there are equality issues in relation to understanding our local data and the national perspective in relation to Gender pay and healthcare sector issues and comparisons, and to seek opportunities to address the gap.

Agenda for Change pay bands and job evaluation are utilised as per the wider 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. This is a largely historic position for healthcare roles, although is shifting, with more females entering medical roles.

Whilst there is a gap of average earnings between males and females in Navigo, largely arising from roles or professions, the distinction must be made that for individuals doing the same role, there is no gap, with staff being placed within the same salary band.

Action Proposed and Person Responsible for Action:

- Ensure future reporting requirements are met through monthly/annual workforce reporting.
- Maintain updates from National reporting, incorporate key recommendations & actions into local workforce and Navigo workplan as appropriate.
- Continue to review and sustain implementation of NHS pay and Terms & Conditions to maintain integrity of job matching and banding system, ensuring equal pay for equal work.

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Outcome Required: Committee are requested to receive the report for information and assurance

Date for completion: Annual review & reporting

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.

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 Data

NAViGO Health & Social Care CiC
ESR Snapshot date 31.03.2018

Basic Pay

Average & Median Hourly Rates

Gender	Avg. Hourly Rate	Median Hourly Rate
Male	£15.77	£12.97
Female	£13.79	£11.86
Difference	£1.98	£1.10
Pay Gap %	12.59	8.55

Number of employees |

Q1 = Low, Q4 = High

Quartile	Female	Male	Female %	Male %
Lowest earners 1	104.00	30.00	77.61	22.39
2	111.00	23.00	82.84	17.16
3	113.00	21.00	84.33	15.67
Highest earners 4	93.00	42.00	68.89	31.11

Bonuses

NB Clinical Excellence Awards

Gender	Pay Value
Male	£6,027.04
Female	£3,013.47

Gender	Avg. Pay	Median Pay
Male	£3,638.52	£3,638.52
Female	£1,140.39	£1,250.00
Difference	£2,498.13	£2,388.52
Pay Gap %	68.66	65.65

Gender	Employees Paid Bonus	Total Relevant Employees	%
Female	9.00	502.00	1.79
Male	2.00	131.00	1.53

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 last year, 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 employed (historically male dominated career and high earners). 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.