

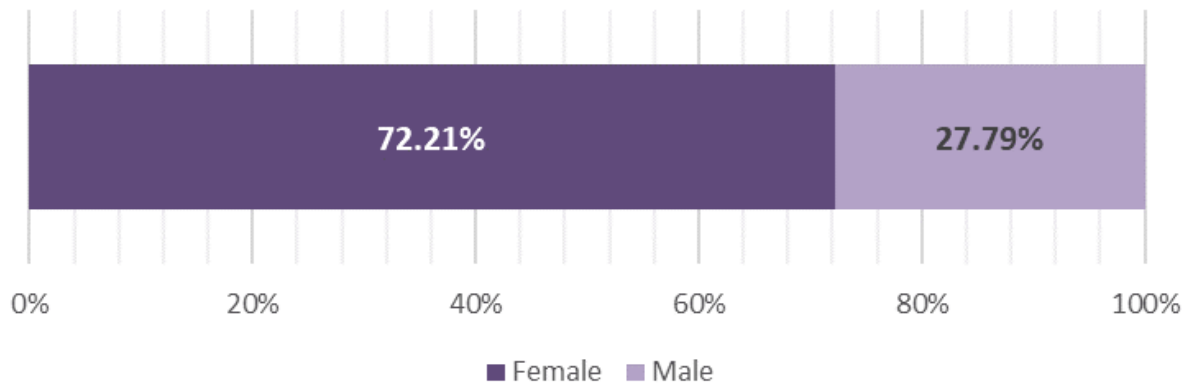
Appendix 1

Gender Pay Gap – March 2023

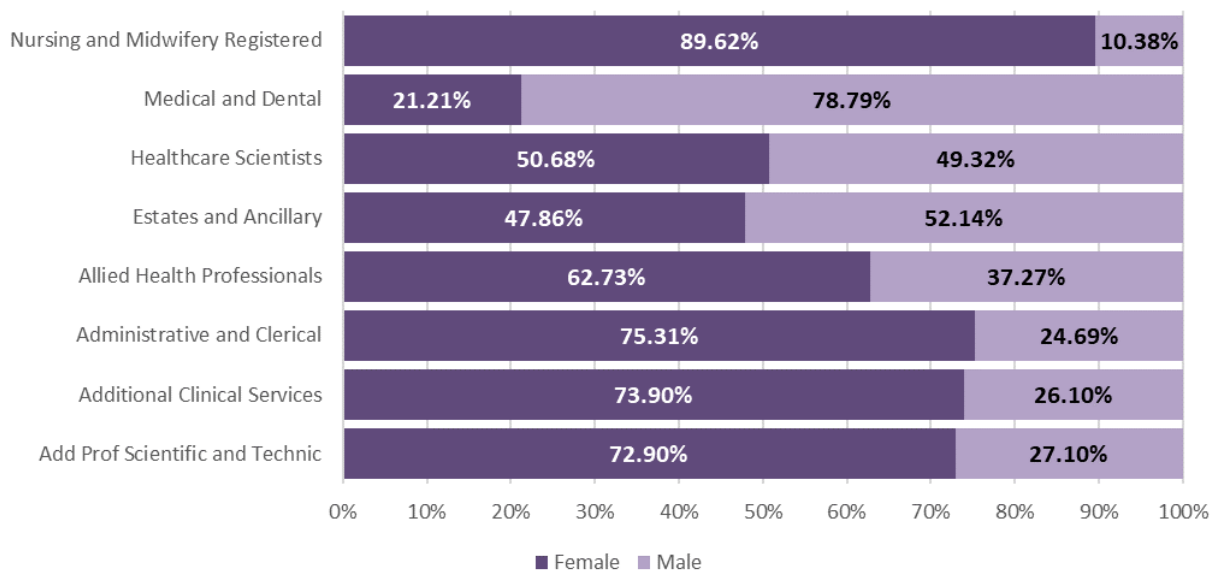
The following report provides Liverpool Heart and Chest 'Gender Pay Gap' report using data from ESR at the snapshot date 31/03/2023. Gender pay gap shows the difference in Mean (Average) and Median (Mid-point) pay between all men and women in the workforce. Gender pay gap is different from Equal pay as this deals with the pay differences between men and women who carry out the same jobs, similar jobs or work of equal value.

Data is based on 1911 eligible staff employed at LHCH at snapshot date of 31/03/2023 – 93.09% of staff in this sample are on Agenda for change terms and conditions. The highest proportion of staff within the Trust are 'Registered Nursing' staff who represent 32.76% of the Trust total. Grades have a set of pay points for annual progression therefore the longer period of time that someone has been in a grade the higher their salary is likely to be irrespective of their gender.

Gender Profile:



Gender Profile by Staff Group:



Females represent 89.62% of Nursing and Midwifery Registered staff with female representation in Additional Clinical Services, Add Prof Scientific & Technical and A&C above 70%. The remainder are between a 21.21% and 62.73% split. Medical and Dental is predominantly Male at 78.79% of staff.

Pay Gap – Ordinary Pay

Data is based on snapshot of all fully paid staff in March 2023 or Week 52 2023 for weekly paid staff (Bank staff).

| Women's Hourly Rate Gap is: | |
|---|--|
| 22.49% lower than men which equates to £5.41 <i>(Mean)</i> | 7.42% lower than men which equates to £1.35 <i>(Median)</i> |

Mean (or average) is based on hourly rate of ordinary pay including Basic Pay, Allowances and Shift Premium pay.

Median (or mid pay) is based on hourly rate of ordinary pay including Basic Pay, Allowances and Shift Premium pay.

Calculating using Mean can be affected by outliers (for example higher paid Consultants who receive Clinical Excellence Awards), so we would say that Median is a fairer representation for GPG. See example of variation of hourly pay by Mean/Median if we removed Consultants from the initial calculations.

| Gender | Median including Consultants | Median excluding Consultants | Average including Consultants | Average excluding Consultants |
|----------------|------------------------------|------------------------------|-------------------------------|-------------------------------|
| Female | £16.84 | £16.74 | £18.65 | £18.19 |
| Male | £18.19 | £16.85 | £24.06 | £18.99 |
| Difference £'s | £1.35 | £0.11 | £5.41 | £0.80 |
| Difference % | 7.42% | 0.67% | 22.49% | 4.24% |

Office for National Statistics* publication in 2023 estimates that the Gender Pay Gap is: **13.20%** (Mean Gap) / **14.30%** (Median)

*Source: Annual Survey of Hours and Earnings, Office for National Statistics (Provisional Data).

Source: [Gender pay gap - Office for National Statistics \(ons.gov.uk\)](https://ons.gov.uk/gender-pay-gap)

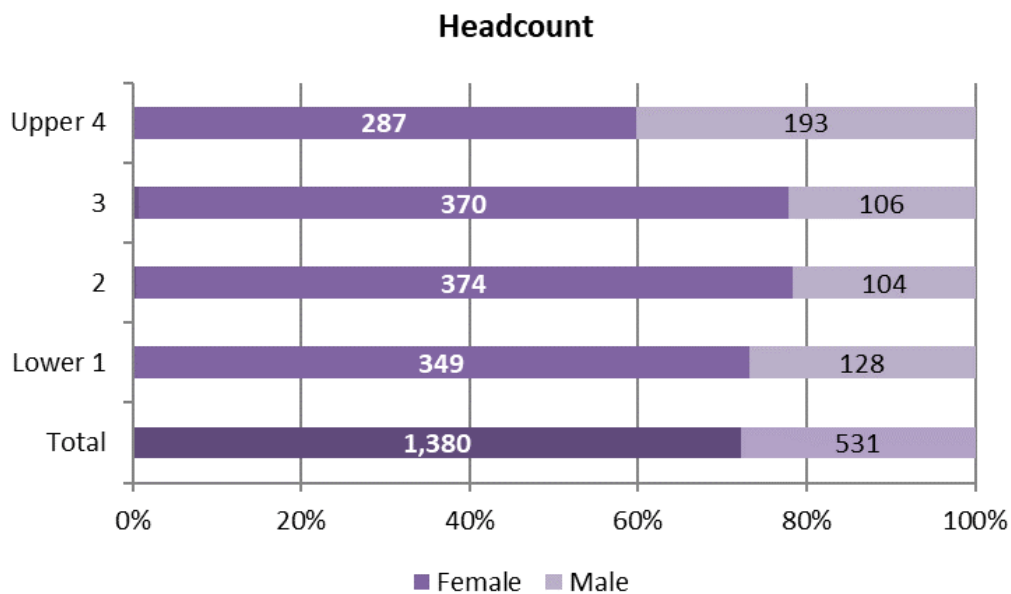
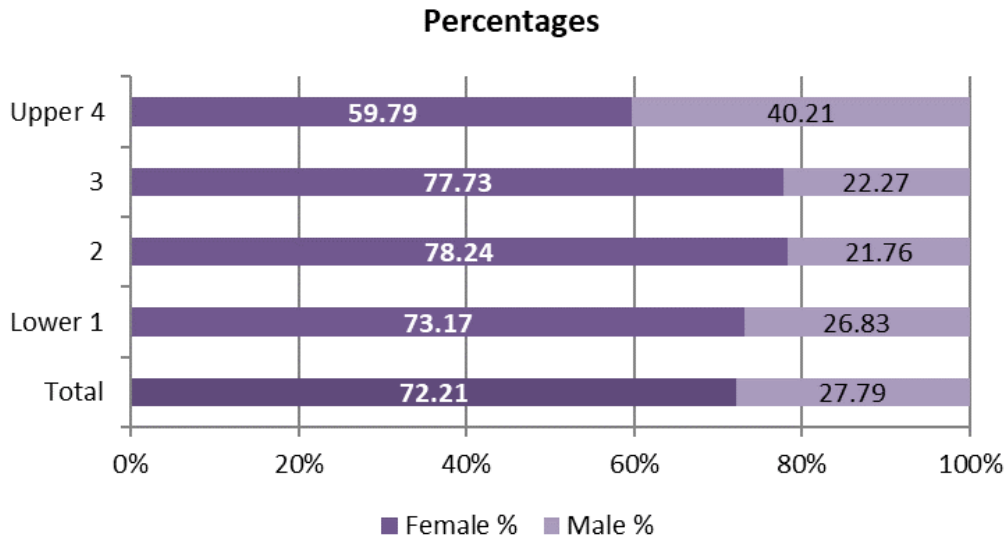
Zip file: genderpaygap2023provisional > File: PROV - Total Table 1.12 Gender pay gap 2023

Pay bands: The table below shows Pay Gap by Banding:

| Men earn more than Woman in the following Bands | | Women earn more than Men in the following Bands | |
|---|---------|---|--------|
| Band | PayGap | Band | PayGap |
| Band 3 | 3.66% | Band 2 | 1.32% |
| Band 8a | 1.90% | Band 4 | 0.25% |
| Band 8b | 5.01% | Band 5 | 2.27% |
| Band 8c | 5.02% | Band 6 | 1.96% |
| Band 8d | 6.44% | Band 7 | 1.83% |
| Band 9 | 100.00% | Adhoc | 48.80% |

Hourly Pay Quartiles:

An extract from ESR is used to rank male and female staff in order of hourly pay. These are split into 4 quarters based on hourly pay groupings (Quartile 1 is the lowest). The following graph shows the Gender split by Percentage's and Headcount for each of the quartiles.



Quartile1: Admin and Clerical / Additional Clinical Services account for 77.15% of staff (down from 81.12 %) ... of which 59.33% Female and 17.82% Male

Quartile2: Additional Clinical Services / Admin and Clerical / Reg Nursing account for 80.33% of staff (up from 80.13%) of which 67.99% Female and 12.34% Male

Quartile3: Reg Nursing account for 58.82% of staff (down from 59.02%) ... of which 52.52% Female and 6.30% Male

Quartile4: Reg Nursing / Medical and Dental / Admin and Clerical account for 77.71% of staff (down from 80.09%) ... of which 45.63% Female and 32.08% Male

Percentage of staff in each Quartile split by Gender:

| Quartile | % of All Females in each Quartile | % of All Males in each Quartile |
|----------|-----------------------------------|---------------------------------|
| Lower 1 | 25.29 | 24.11 |
| 2 | 27.10 | 19.59 |
| 3 | 26.81 | 19.96 |
| Upper 4 | 20.80 | 36.35 |
| Total | 100.00 | 100.00 |

Ethnicity Split – Pay Gap

White

| | Female | Male | Difference | Pay Gap % |
|------------------------|--------|-------|------------|-----------|
| Average of Hourly Rate | 18.72 | 22.14 | 3.42 | 15.45% |

BME

| | Female | Male | Difference | Pay Gap % |
|------------------------|--------|-------|------------|-----------|
| Average of Hourly Rate | 18.40 | 30.72 | 12.32 | 40.10% |

Not Stated/Not Known

| | Female | Male | Difference | Pay Gap % |
|------------------------|--------|-------|------------|-----------|
| Average of Hourly Rate | 18.04 | 24.33 | 6.29 | 25.84% |

ALL

| | Female | Male | Difference | Pay Gap % |
|------------------------|--------|-------|------------|-----------|
| Average of Hourly Rate | 18.65 | 24.06 | 5.41 | 22.49% |

Disability Split – Pay Gap

Disabled

| | Female | Male | Difference | Pay Gap % |
|------------------------|--------|-------|------------|-----------|
| Average of Hourly Rate | 16.51 | 15.93 | -0.58 | -3.61% |

Non-Disabled

| | Female | Male | Difference | Pay Gap % |
|------------------------|--------|-------|------------|-----------|
| Average of Hourly Rate | 19.21 | 24.25 | 5.03 | 20.76% |

Unknown

| | Female | Male | Difference | Pay Gap % |
|------------------------|--------|-------|------------|-----------|
| Average of Hourly Rate | 17.53 | 24.69 | 7.16 | 29.00% |

ALL

| | Female | Male | Difference | Pay Gap % |
|------------------------|--------|-------|------------|-----------|
| Average of Hourly Rate | 18.65 | 24.06 | 5.41 | 22.49% |

Pay Gap – Bonus* Payments

**Only includes 'Clinical Excellence Awards' and 'Discretionary Points'*

| Women's Bonus Pay Gap is: | |
|---|---|
| 36.44% lower than men <i>(Mean)</i> | 24.69% lower than Men <i>(Median)</i> |

(Data based on 9 Females / 43 Males)

| Who received Bonus Pay: | |
|-------------------------|----------------------|
| 0.65% of Women | 8.10 % of Men |

(Data based on 9 Females out of 1380 / 43 Males out of 531)

The Pay Gap is high between Male/Female staff due to the smaller range of bonuses* paid to the 9 female staff - ranging from £3k to £21.5k compared to the range paid to Male staff of £3k to £59.5k. This is reflected in the figures above.

If only including Consultant headcount as the Denominator the 'Who received Bonus Pay' % would be as below:

| Who received Bonus Pay: | |
|-------------------------|-----------------------|
| 45.00% of Women | 53.75 % of Men |

(Data based on 9 Females out of 20 / 43 Males out of 80)

Summary:

Factors Contributing to Gaps shown in this report:

- High proportion of women in the workforce (72.21%)
- Nursing Registered accounting for 32.76% of total staff and within this data, of which 71.88% are Bands 5 & 6
- Males are a much higher proportion in Medical and Dental Posts (78.79%).

Action will be developed as part of the EDIB Action plan to help address the gender pay gap.