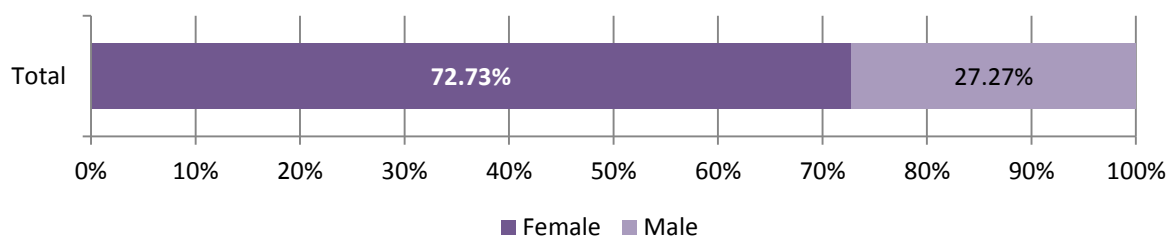


## Gender Pay Gap – March 2018

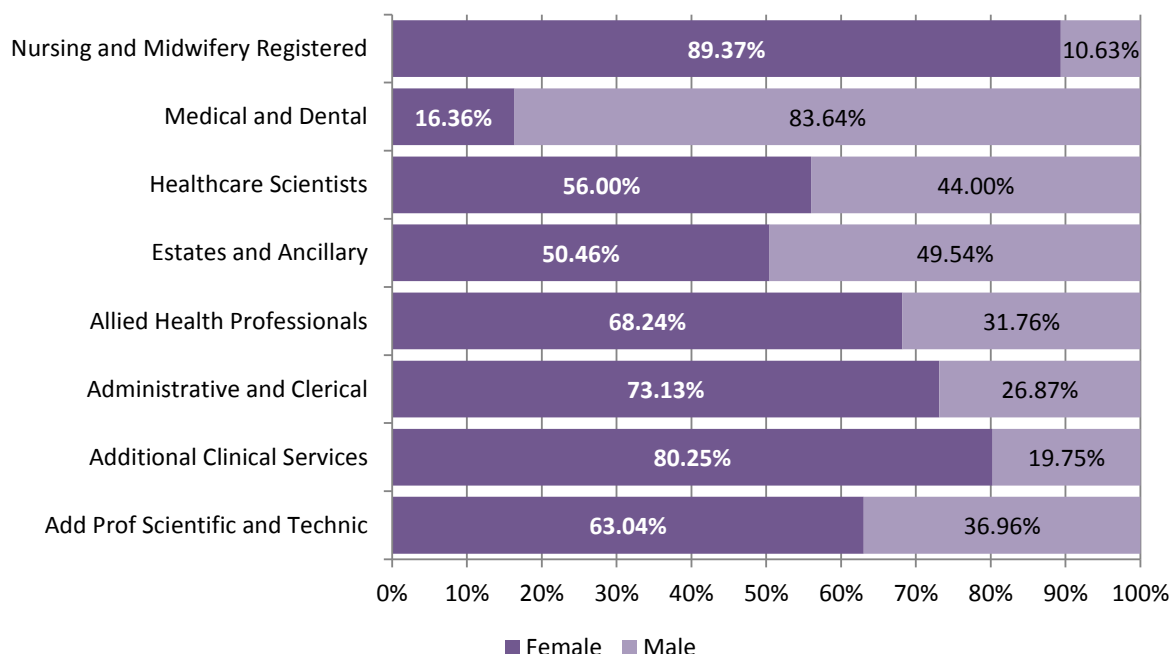
The following report provides Liverpool Heart and Chest ‘Gender Pay Gap’ report using data from ESR at the snapshot date 31/03/2018. Gender pay gap shows the difference in Mean (Average) and Median (Mid-point) pay between all men and women in the workforce. Gender pay gap is different from Equal pay 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 1551 eligible staff employed at LHCH at snapshot date of 31/03/2018 – 92.01% 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 34% of the Trust total. Grades have a set of paypoints 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 almost 90% of Nursing and Midwifery Registered staff with female representation in A&C and Additional Clinical Services all above 70%. Medical and Dental is predominantly Male with 83.64% of staff. The remainder are between a 68% and 31% split.

## Pay Gap – Ordinary Pay

Data is based on snapshot of all paid staff in March 2018 or Week 52 2018 for weekly paid staff (Bank staff).

Women's Hourly Rate Gap is:	
<b>28.00%</b> lower than men which equates to £5.99 <i>(Mean)</i>	<b>9.88%</b> lower than men which equates to £1.54 <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	£14.07	£14.05	£15.40	£15.04
Male	£15.61	£15.61	£21.39	£16.10
Difference £'s	£1.54	£1.56	£5.99	£1.06
Difference %	9.88%	9.99%	28.00%	6.58%

Office for National Statistics\* publication in 2018 estimates that the Public Sector Gender Pay Gap is 17.10% (Mean Gap) / 17.90% (Median)

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

<https://www.ons.gov.uk/employmentandlabourmarket/peopleinwork/earningsandworkinghours/datasets/annualsurveyofhoursandearningsashegenderpaygaptables> File: PROV - Total Table 1.12 Gender pay gap 2018

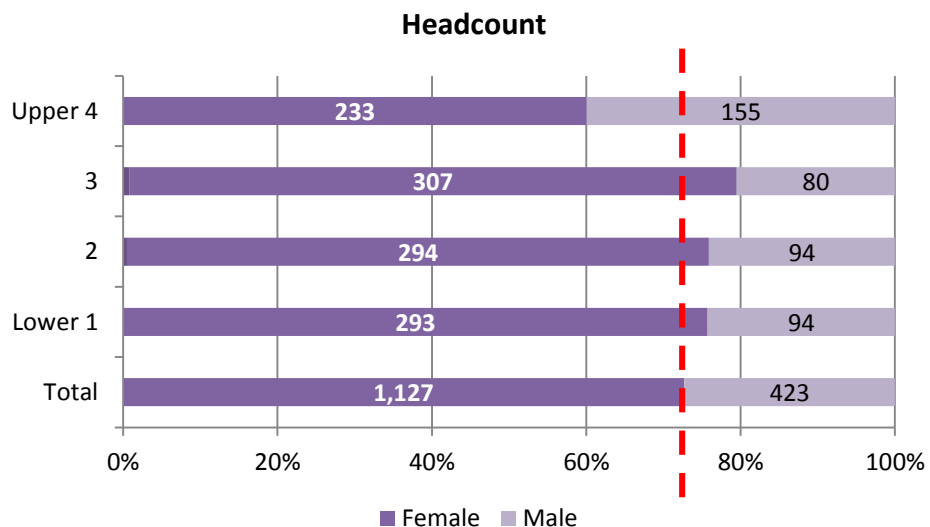
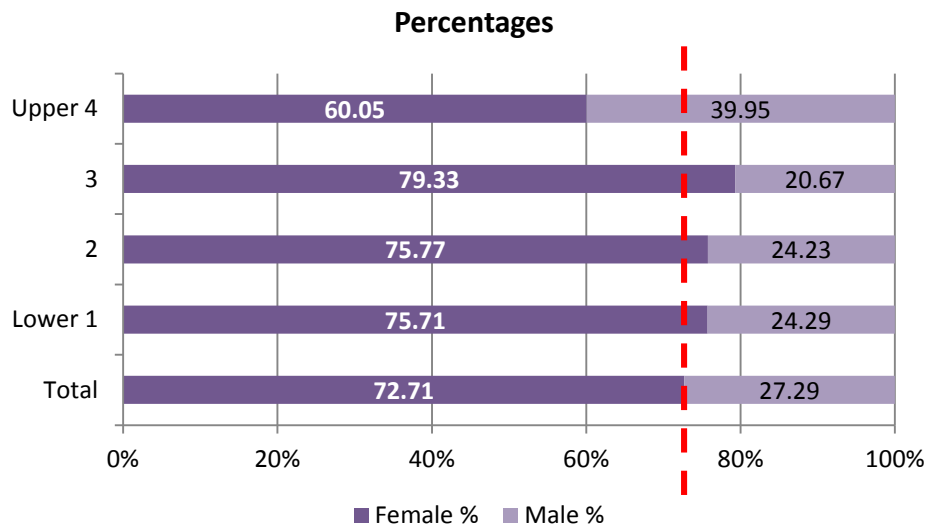
**Pay bands:** The table below shows Pay Gap by Banding:

Men earn more than Woman in the following Bands	
Band	PayGap
Band 2	3.10%
Band 3	1.54%
Band 5	0.14%
Band 8a	8.72%
Band 8b	1.40%
Band 8c	10.78%
Medical	8.21%

Women earn more than Men in the following Bands	
Band	PayGap
Adhoc	141.93%
Band 4	4.20%
Band 6	2.35%
Band 7	4.13%
Band 8d	10.60%

## 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.



Compared to the Trust average Women are over represented in quartiles 1, 2 and 3 and under represented in Quartile 4 by just under 13%.

Quartile 3: Medical & Dental and Nursing Registered account for 68.04% of the Staff Groups (of which 60.05% female / 7.99% male)

Quartile 4: Medical & Dental and Nursing Registered account for 64.18% (of which 37.11% female / 27.06% male)

Percentage of staff in each Quartile split by Gender:

Quartile	Quartile % of All Females in each Quartile	Quartile % of All Males in each Quartile
Lower 1	25.98%	22.22%
2	26.06%	22.22%
3	27.30%	18.91%
Upper 4	20.66%	36.64%

## Pay Gap – Bonus\* Payments

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

Women's Bonus Pay Gap is:	
<b>71.23%</b> lower than men (Mean)	<b>67.57%</b> lower than Men (Median)

*(Data based on 6 Female / 40 Male)*

Who received Bonus Pay:	
<b>0.45%</b> of Women	<b>8.60%</b> of Men

*(Data based on 6 Females out of 1325 / 40 Males out of 465)*

The Pay Gap is high between Male/Female staff due to the smaller range of bonuses\* paid to the 6 female staff - ranging from £500 to £6.5k compared to the range paid to Male staff of £500 to £48.5k. This is reflected in the figures above.

## Summary:

Factors Contributing to Gaps shown in this report:

- High proportion of women in the workforce (72.73%)
- Nursing Registered accounting for 34% of total staff and within this data, of whom 77.61% are Bands 5 & 6
- Males are a much higher proportion in Medical and Dental Posts (83.6%).
- Median for Males has increase from £12.87 to £15.61 since the last report.

Over the coming months, we will be looking at the actions we can take to address the disparity between women and men who work for us.