

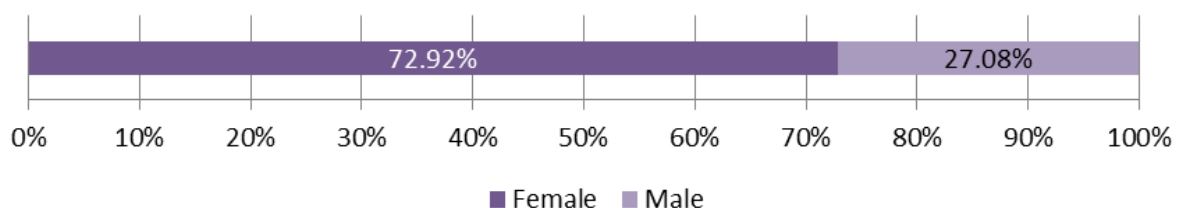
Item 3.3a

Gender Pay Gap

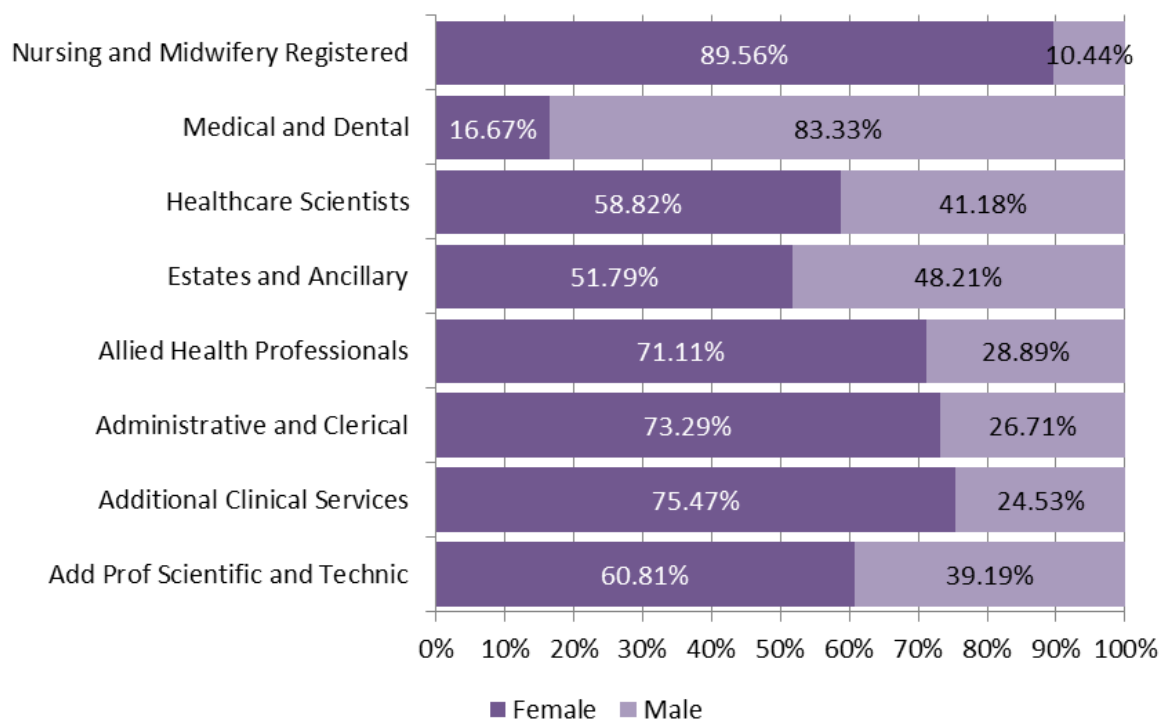
The following report provides Liverpool Heart and Chest 'Gender Pay Gap' report using data from ESR at the snapshot date 31/03/2017. Gender pay gap shows the difference in Mean (Average) and Median (Mid-point) pay between all men and women in the workforce. Gender pay gap is different from Equal pay 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 1577 eligible staff employed at LHCH at snapshot date of 31/03/2017 - 93% 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 35% 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 almost 90% of Nursing and Midwifery Registered staff with female representation in AHPs, A&C and Additional Clinical Services above 70%. Medical and Dental is predominantly male with 83.3% of staff. The remainder are between a 40% and 60% split.

Pay Gap – Ordinary Pay

Data is based on snapshot of all paid staff in March 2017 or Week 52 2017 for weekly paid staff (Bank staff).

Women's Hourly Rate Gap is:	
24.63% lower than men which equates to £5.11 (Mean)	4.42% lower than men which equates to £0.64 (Median)

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 <u>incl</u> <u>uding</u> Consultants	Median <u>excluding</u> Co nsultants	Average <u>including</u> Co nsultants	Average <u>excluding</u> Co nsultants
Female	£13.91	£13.82	£15.65	£15.40
Male	£14.55	£12.87	£20.76	£15.71
Difference*	£0.64	-£0.95	£5.11	£0.31

Office for National Statistics* publication in October 2017 estimates that the Public Sector Gender Pay Gap is 17.7% (Mean Gap) / 19.4% (Median)

*Source: Annual Survey of Hours and Earnings, Office for National Statistics.

<https://www.ons.gov.uk/employmentandlabourmarket/peopleinwork/earningsandworkinghours/datasets/annualsurveyofhoursandearningsashegenderpaygaptables>

Pay bands:

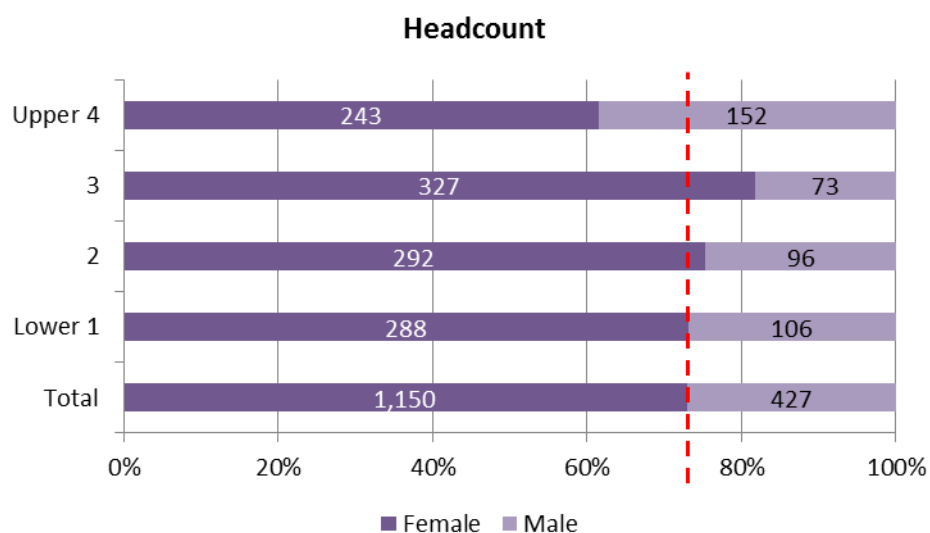
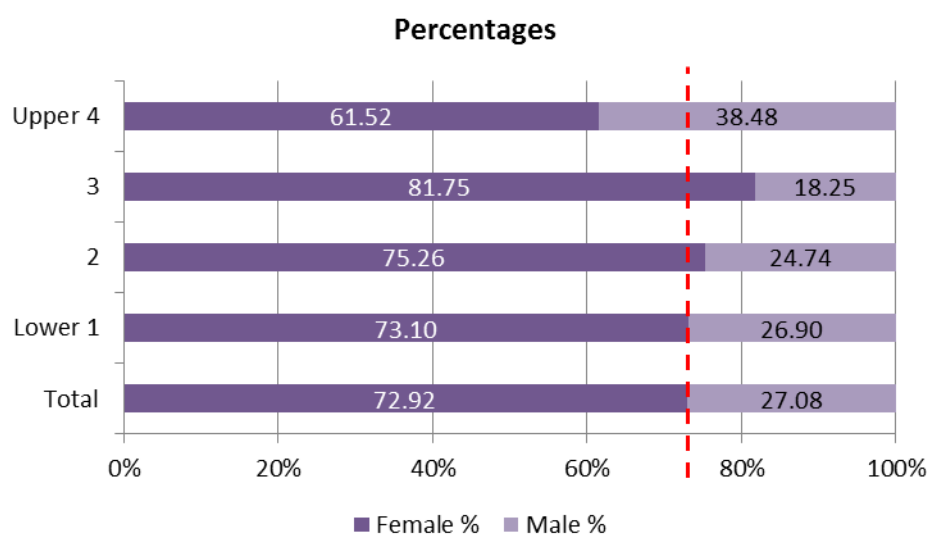
The table below shows Pay Gap by Banding:

Men earn more than Women in the following Bands		Women earn more than Men in the following Bands	
Band	Pay Gap	Band	Pay Gap

Band 2	0.06%	Band 3	0.57%
Band 5	2.02%	Band 4	2.61%
Band 7	0.41%	Band 6	4.16%
Band 8a	11.27%	Band 8c	1.80%
Band 8b	7.43%	Band 8d	4.11%
Medical	21.96%	Ad-hoc Payscale	118.02%

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.



Women are over represented in quartiles 1, 2 and 3 and under represented in Quartile 4 by just under 11%.

Quartile 3: Medical & Dental and Nursing Registered account for 65.75% of the Staff Groups (of which 59% female / 6.75% male)

Quartile	% of All Females in each Quartile	% of All Males in each Quartile
Lower 1	25.04	24.82
2	25.39	22.48
3	28.43	17.10
Upper 4	21.13	35.60

Quartile 4: Medical & Dental and Nursing Registered account for 66.33% (of which 40.25% female / 26.09% male)

Percentage of staff in each Quartile split by Gender:

Pay Gap – Bonus* Payments

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

Women's Bonus Pay Gap is:	
70.35% lower than men (Mean)	64.1% lower than Men (Median)

(Data based on 3 Female / 36 Male)

Who received Bonus Pay:	
0.26% of Women	8.43% of Men

(Data based on 3 Females out of 1150 / 36 Males out of 427)

The Pay Gap is high between Male/Female staff due to the smaller range of bonuses* paid to the 3 female staff - ranging from £2.5k to £5.9k compared to the range paid to Male staff of £2.4k to £46k. This is reflected in the figures above.

Summary:

Factors Contributing to Gaps shown in this report:

- High proportion of woman in the workforce (73%)
- Nursing Registered accounting for 35% of total staff and within this data, of whom 77.5% are Bands 5 & 6
- Males are a much higher proportion in Medical and Dental Posts (83%).

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.

