

Gender Pay Gap Report

Snapshot date 31st March 2018

Introduction

Mid Cheshire Hospitals NHS Foundation Trust manages Leighton Hospital in Crewe, the Victoria Infirmary in Northwich and Elmhurst Intermediate Care Centre in Winsford. The Trust was originally established as an NHS trust in April 1991 and became a Foundation Trust in April 2008. In October 2016 Central Cheshire Integrated Care Partnership (CCICP) joined the Trust. CCICP is a new and unique collaboration between Mid Cheshire Hospitals NHS Foundation Trust, Cheshire and Wirral Partnership NHS Foundation Trust and the South Cheshire and Vale Royal GP Alliance.

A range of services, including A&E, maternity, outpatients, therapies and children's health, are provided for people predominantly from the Crewe, Nantwich, Congleton, Middlewich and Northwich areas, although patients from other areas are also cared for.

Mid Cheshire's Hospitals NHS Foundation Trust are committed to ensuring that everyone has an equal chance to live a long and healthy life, regardless of age, disability, gender identity, marital / civil partnership status, pregnancy / maternity, race, religion or belief, sex, or sexual orientation.

What is the gender pay gap?

It is essential that we take steps to ensure that we are a good employer which values and welcomes different ideas and skills of our staff. Our goal is to recruit, engage, develop and retain outstanding people who reflect the communities we serve and who work together to deliver our common aims and objectives.

Gender pay gap legislation was introduced in April 2017 which required all organisations with 250 or more employees to publish their gender pay gap annually as of 31 March 2017. From April 2017 employers had up to 12 months to publish this information. The Trust information has been published on the Trust website in addition to a government website as set out in accordance with legislation.

The gender pay gap is the average earnings difference between all male employees and all female employees, regardless of the nature of their work. Gender pay gap reporting is a valuable tool for assessing levels of equality in the workplace, female and male participation, and how effectively talent is being maximised.

The gender pay gap differs from equal pay which looks at the pay differences between men and women who carry out the same jobs, similar jobs or work of equal value. It is possible for an organisation to have a gender pay gap whilst being an equal pay employer, due to there being different numbers of male and female employees doing different work for which they are paid differently.

This is the Trust's second Gender Pay Gap report.

Job Evaluation

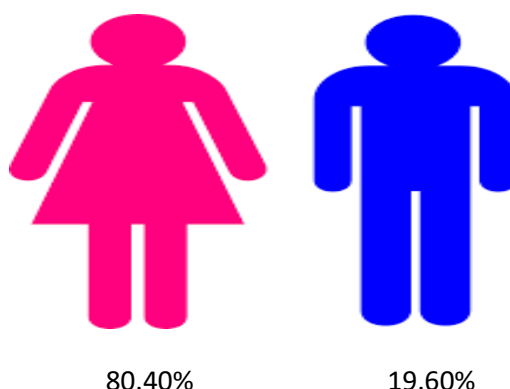
The NHS pay system is a series of nationally negotiated pay spines. There are separate pay arrangements for doctors and dentists. For non-medical staff, which includes nursing and Allied Health Professionals as well as administrative and clerical staff, there are different pay arrangements known as Agenda for Change. An employee's position on a pay spine is determined by years of service and the band of the post as determined by a national job evaluation scheme.

The Trust's pay and grading system and policies are in line with the NHS Agenda for Change (AFC) terms and conditions.

The job evaluation scheme was specifically developed for the NHS across the UK and it determines the basic pay of all staff covered by the Agenda for Change terms and conditions. This is done by evaluating each job across a range of factors and allocating relevant levels to each factor according to the job role being considered. Each of these levels has an allocated points score; the points total for a job determines the appropriate pay band for that job. This allows jobs in different professions but with overall equal value to be appropriately measured. All new job roles are evaluated under the job evaluation scheme to ensure that they are graded fairly and objectively without gender bias or any other form of discrimination. All evaluated jobs are then placed onto a pay band.

Gender Profile

Mid Cheshire Hospitals NHS Foundation Trust is predominately female with around 80% of female staff and 20% of male staff, compared to 82% female staff in the previous reporting period.



Pay Gap

The average rate of pay is calculated from a specific pay period; in this case a snapshot date of 31st March 2018 has been used. The data includes both staff on Agenda for Change and staff on non-Agenda for Change terms and conditions. The hourly rate is calculated for each employee based on 'ordinary pay' which includes basic pay, allowances and shift premium pay. The hourly rate for staff has been calculated using the total monthly hours

worked. Any overtime payments have been excluded. The median rate is calculated by selecting the average hourly rate at the mid-point for each gender group.

Gender	Average hourly rate	Median hourly rate
Male	£18.80	£13.65
Female	£14.35	£12.49
Difference	£4.45	£1.17
Pay Gap %	23.66%	8.55%

Average Gender Pay Gap



Median Gender Pay Gap

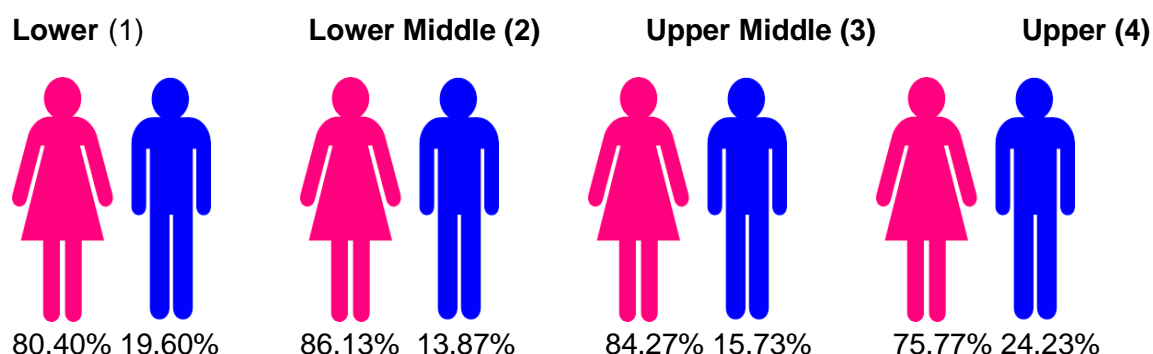


The data shows on average there is a mean average difference in favour of male employees of 23.66% with men earning a difference of £4.45 more and a median difference of 8.55% or £1.17. The gap has closed since the previous report whereby the average hourly pay gap was reported as 25.9% or £4.95.

Staff by earning quartiles

In order to create the quartile information all staff are sorted by their hourly rate of pay. This list is then split into 4 equal parts. The below shows the proportion of males and females when divided into four groups ordered from lowest to highest pay. The upper quartile (quartile 4) represents the highest salaries in the Trust.

Quartile	Female	Male	Female %	Male %
1	915	223	80.40	19.60
2	981	158	86.13	13.87
3	959	179	84.27	15.73
4	863	276	75.77	24.23



The information shows that the largest proportion of male staff are paid in the higher quartile which is the same as the previous year.

This is as a result of a greater distribution of male employees employed at the Trust in some of the higher paid roles such as senior managers or in the medical profession and is not an unusual trend across the NHS as a whole. In addition, whilst there fewer males employed overall in senior roles across the Trust than females, this is disproportionate when considering the gender split of the organisation as a whole.

Bonus Pay Gap

As an NHS organisation the only pay elements that fall under the bonus criteria are Clinical Excellence Awards (CEA's) and Discretionary Points which are only applicable to certain groups of medical staff.

The Clinical Excellence Awards (CEA) scheme is intended to recognise and reward those consultants who contribute most towards the delivery of safe and high quality care to patients and to the continuous improvement of NHS services. In particular, awards are made to consultants who demonstrate sustained commitment to patient care and wellbeing, sustain high standards of both technical and clinical aspects of service while providing patient-focused care and those through active participation in clinical governance contribute to continuous improvement in service organisation and delivery.

The pay elements that are used in this calculation are awarded as a result of recognition of excellent practice over and above contractual requirements and have no gender bias.

Median Pay	Gender	Average Pay
£6,027.04	Female	£10,849.30
£9,040.50	Male	£12,385.53

Average Difference
Pay Gap %

£1536.23
12.40%

	Employees paid bonus	Total relevant employees	%
Female	9	4156	0.22
Male	44	981	4.49



Pay gap 12.40%



Median Pay – 33.33%



Average pay difference
£1536.23

The information shows that there is a 12.40% bonus gap for bonus payments between males and females. There is a greater distribution of male employees on the Medical and Dental contract than females. This is not unusual as this depicts a trend that is reflected across most of the NHS whereby a larger proportion of consultant roles are held by males.

Analysis

To understand the context of the Trusts gender pay gap information it is important to review the gender makeup of the Trusts workforce by pay band.

Trust gender headcount by pay band – Agenda for Change

Pay Band	Female Headcount	Male Headcount	Total	% of band Female	% of band Male
1	55	31	86	63.95	36.05
2	1002	215	1217	82.33	17.67
3	533	65	598	89.13	10.87
4	249	48	297	83.84	16.16
5	673	106	779	86.39	13.61
6	648	101	749	86.52	13.48
7	336	58	394	85.28	14.72
8a	129	18	147	87.76	12.24
8b	18	9	27	66.67	33.33
8c	3	3	6	50.00	50.00
8d	6	5	11	54.55	45.45
VSM	4	2	6	67.00	33.00
Non Exec	3	4	7	42.86	57.14

Trust gender headcount by pay band - Medical and Dental grades (including closed grades)

M&D Grade	Female Headcount	Male Headcount	Total	% of band Female	% of band Male
Consultant	48	96	144	33.34	66.66
Specialty Doctors	10	24	34	29.41	70.59
General Medical Practitioner	5	9	14	35.71	64.29
Foundation Year 1	9	7	16	56.25	43.75
Foundation Year 2	10	7	17	58.82	41.18
Associate Specialist	2	5	7	28.57	71.43
Specialty Registrar	6	5	11	54.54	45.46
SHO	0	2	2	0	100
Staff Grade	0	1	1	0	100

This information highlights the following key points:

- Proportionately the largest number of female employees are within Band 2 followed by Band 5 and then Band 6 which was also seen in the previous reporting period. This again reflects the large percentage of the female workforce who are employed as Healthcare Assistants (Band 2) and Nurses (across both Band 5 and Band 6).
- The ratio of female to male employees closes in senior paybands (8b upwards) which evidences that whilst males are in a minority at the Trust, they are undertaking some of the highest paid roles.
- Band 3 posts are dominated with female employees with over 89% of females in this pay band.
- Band 8c is the only Agenda for Change pay band whereby the male/female split is equal with 3 males and 3 females in these roles.
- 67% of Very Senior Managers are female which is above the national average of 47%. Male Non-Executive Directors slightly outnumber females with 42.86% of females in these posts and this is the only group where males exceed females in number. Women continue to be in the minority in these roles, accounting for 37% nationally.

- It is interesting to note that whilst the numbers of females employed still exceed males employed, the gap closes between the number of males employed compared to females in Band 1 and Bands 8c and 8d which are the lowest and highest Agenda for Change payscales.
- Females outnumber males in both Foundation Years 1 and 2 under Medical and Dental payscales.

Trust gender headcount by staff group

Staff group	Female Headcount	Male Headcount	%of group Female	% of group Male
Scientific & Technical	121	35	77.56	22.44
Additional Clinical Services	870	129	87.09	12.91
Admin & Clerical	887	153	85.29	14.71
Allied Health Professionals	292	55	84.15	15.85
Estates & Ancillary	225	169	57.11	42.89
Healthcare Scientists	108	40	72.97	27.03
Medical & Dental	90	156	36.59	63.41
Nursing & Midwifery (reg.)	1156	84	93.23	6.77

This information highlights the following key points:

- The number of females employed in Nursing and Midwifery posts are significantly higher than males with less than 7% of males in these roles, a decrease of around 1% from the previous reporting period.

When exploring bandings it can be seen that 11% of males make up both Band 5 and Band 7 nursing roles. This is a 2% decrease from the previous year in Band 7 roles but remains unchanged for Band 5 roles. This drops to a little over 6% in Band 6 nursing roles which remains the same as the previous period. It is reported nationally that 89% of Nurses and Health Visitors are female.

- The Medical and Dental staff group is the only staffing group where male staff outnumber female staff (63.41% male compared to 36.59% females). This has remained static.
- There are a low proportion of male employees employed in administrative and clerical posts and in Additional Clinical Services.

Job roles general observations– Agenda for Change

When exploring job roles in further detail the following points are highlighted:

- Females make up less than 5% of Portering and Engineering posts
- Less than 5% of males are employed in Secretarial roles.
- 21% of all Physiotherapists are male.

- Matron roles across all areas, Community Practitioners and Dietician posts and are dominated by females with no males in these posts.
- Community nursing and practitioner roles are also highly female dominated with less than 5% of males across all community based nursing roles. Occupational Therapists and Speech and Language Therapists are also female dominated.

Job roles – Medical and Dental

When exploring job roles in Medical and Dental posts in further detail the following points are highlighted:

- Two thirds of consultants are male. The gender split of consultants across the NHS in England is 65% male and 35% female.
- Females outnumber males in Foundation 1 and 2 posts with 57.5% of females in post. This is also seen in Speciality Registrar posts where 54% in post are female. This highlights that the gender composition of the medical workforce is changing which may be as a result of changing working hours and specialty choices. This is supported when it is seen that 80% of males make up those employed on closed medical and dental pay scales.
- Nearly 70% of Specialty Doctors are male.

Conclusion

The data illustrates that, while there is a gender pay gap within the Trust, with the mean and median women's pay 23.66% and 8.55% lower than men's pay respectively, we are confident that we have identified the two key drivers of our pay gap: the uneven distribution of men in our overall workforce, and the higher number of male Medical and Dental staff compared to females in the upper quartile of our pay distribution. When comparing the figures to our first pay gap report in the previous year we can see that the gap has closed slightly by just over 2%. Work is already underway to increase the levels of male employees across the Trust.

When comparing the male/female split between the various pay bands, there is little variance between the numbers employed at the 2018 snap shot date in comparison to 2017.

It is important to note that job evaluation systems in place won't address the gender pay gap if the Trust has a majority of men in higher-paid roles. The solution to the pay gap lies in

culture changes such embracing more flexible work in senior roles and reducing bias and discrimination in recruitment, promotions and talent management.

The NHS provides great opportunities at all levels with favourable terms and conditions and family-friendly policies which support work- life balance and we would therefore like to promote the benefits of working at the Trust to all of the communities that we serve, attracting people to career opportunities across all professional groups and at all levels within our workforce.

How we are supporting equality of opportunity, diversity and inclusion

We have a longstanding commitment to ensuring that our services and employment practices are fair and accessible to all that we serve. We are committed to providing an environment free from discrimination which welcomes people from all backgrounds, cultures and religions.

Our values

The Trust values are integrated into our development programmes, corporate induction, recruitment processes, HR policies and appraisals to enable a better culture and more engaged workforce.

We seek to continually embed these, ensuring we have a culture that drives high quality, well led services organisation-wide in support of our journey from 'Good' to 'Outstanding'.



Improving accessibility to information

The Trust is committed to meeting the information and communication support needs of patients, service users, carers and staff. Various processes are in place to enable staff to provide appropriate information to individuals with communication support needs so that they are able to understand and therefore follow advice or instruction regarding their care and treatment. This will result in improvements in patient safety and clinical outcomes.

Supporting staff through coaching and mentoring

Coaching and mentoring embodies our values and the systems perspective that will support the maximisation of our staff potential. Coaching and mentoring supports individuals, teams and the organisation to focus on our strengths and aspirations. The service is readily accessible and coaches and mentors are available to support clearly defined development needs identified during the appraisal process.

Enabling flexible working

The Trust is committed to Improving Working Lives principles, and aims to provide employees with the opportunity to balance their work and personal lives, while continuing to meet the needs of our services.

Note: Gender pay gap reporting for this period has been taken from ESRBI.

Information source

<https://digital.nhs.uk/news-and-events/latest-news/narrowing-of-nhs-gender-divide-but-men-still-the-majority-in-senior-roles>