

GENDER PAY GAP REPORT (March 2019)

Introduction

The Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017, introduced gender pay reporting legislation, which requires employers with 250 or more employees to publish statutory calculations every year identifying the pay gap between male and female employees.

There are 6 indicators which are required to be published as follows:

- Average gender pay gap as a mean average
- Average gender pay gap as a median average
- Average bonus gender pay gap as a mean average
- Average bonus gender pay gap as a median average
- Proportion of males receiving a bonus payment and proportion of females receiving a bonus payment
- Proportion of males and females when divided into four groups ordered from lowest to highest pay

The gender pay gap is different to equal pay. Equal pay relates to the differences between individuals or groups performing the same or similar work. It is unlawful to pay people unequally because of their gender.

Gender pay gap has a focus on the differences between the average earnings for all men and all women within the workforce, regardless of their level or role within the organisation.

Local Findings

As the snapshot date for analysis is 31 March 2018, the following sections provide a breakdown of the information to be reported by the separate NHS organisations pre-merger.

Data is required to be submitted to 1 decimal point. For differences in rates of pay and bonuses, a positive percentage indicates that men in the Trust receive a higher rate than women in the Trust. Bonus pay for this purpose relates to Clinical Excellence Awards for medical staff. Each part time worker counts as one employee for gender pay gap reporting purposes.

The Ipswich Hospital NHS Trust

Hourly rate of pay: Mean and Median

Difference in hourly rate of pay: Mean	30.74%
Difference in hourly rate of pay: Median	13.36%

Gender	Avg. Hourly Rate	Median Hourly Rate
Male	21.8298	16.2237
Female	15.1195	14.0563
Difference	6.7103	2.1674
2018 Pay Gap %	30.7393	13.3595

2017 Pay Gap %	32.3424	17.2895
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Bonus Pay

Difference in bonus pay: Mean 57.28%
 Difference in bonus pay: Median 68.33%

Gender	Avg. Pay	Median Pay
Male	12,294.04	9,040.50
Female	5,252.53	2,862.81
Difference	7,041.51	6,177.69
2018 Pay Gap %	57.28	68.33

2017 Pay Gap %	21.53	0.00
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The reason for the high % rate for the pay gap for 2018 within this section is due to the number of female colleagues who have received a bonus this year. The number has increased from a headcount of 9 in 2017 to 14 as at 31 March 2018. The 5 additional female colleagues are in their first year of receiving their CEA where they are at the lower end of the bonus scale. This is in turn lowering the average pay value.

Males who received bonus pay: 6.05%
 Females who received bonus pay: 0.31%

Gender	Employees Paid Bonus	Total Relevant Employees	% 2018	% 2017
Female	14.00	4590.00	0.31	0.22
Male	73.00	1207.00	6.05	7.06

Employees by pay quartile

Please be advised that the figures in brackets relate to the 2017 data period and are for comparison purposes only.

Quartile	Female	Male	Female %	Male %
Lower Quartile 1	1048.00 (940.00)	204.00 (197.00)	83.71 (82.67)	16.29 (17.33)
Lower Middle Quartile 2	1046.00 (962.00)	205.00 (175.00)	83.61 (84.61)	16.39 (15.39)
Upper Middle Quartile 3	1098.00 (1002.00)	157.00 (137.00)	87.49 (87.97)	12.51 (12.03)
Upper Quartile 4	847.00 (736.00)	407.00 (403.00)	67.54 (64.62)	32.46 (35.38)

Colchester Hospital University NHS Foundation Trust

Hourly rate of pay: Mean and Median

Difference in hourly rate of pay: Mean 26.03%
 Difference in hourly rate of pay: Median: 8.35%

Gender	Avg. Hourly Rate	Median Hourly Rate
Male	20.6006	14.8226
Female	15.2391	13.5855
Difference	5.3615	1.2372
2018 Pay Gap %	26.0261	8.3466

2017 Pay Gap %	27.4404	7.2123
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Bonus Pay

Difference in bonus pay: Mean: 41.79%
 Difference in bonus pay: Median: 33.33%

Gender	Avg. Pay	Median Pay
Male	12,346.76	9,040.50
Female	7,187.07	6,027.04
Difference	5,159.68	3,013.46
2018 Pay Gap %	41.79	33.33

2017 Pay Gap %	36.05	0.00
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Males who received bonus pay: 4.93% (5.62% in 2017)

Females who received bonus pay: 0.36% (0.44% in 2017)

Gender	Employees Paid Bonus	Total Relevant Employees	% 2018	% 2017
Female	13.00	3654.00	0.36	0.44
Male	58.00	1176.00	4.93	5.62

Employees by pay quartile

Please be advised that the figures in brackets relate to the 2017 data period and are for comparison purposes only.

Quartile	Female	Male	Female %	Male %
Lower Quartile 1	897.00 (807.00)	219.00 (209.00)	80.38 (79.43)	19.62 (20.57)
Lower Middle Quartile 2	849.00 (784.00)	263.00 (232.00)	76.35 (77.17)	23.65 (22.83)
Upper Middle Quartile 3	924.00 (862.00)	202.00 (154.00)	82.06 (84.84)	17.94 (15.16)
Upper Quartile 4	724.00 (639.00)	395.00 (378.00)	64.70 (62.83)	35.30 (37.17)