

## **Gender Pay Gap Reporting 2019/20**

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## 1. Summary

The Equality Act 2010 (Gender Pay Gap Information Regulations 2017) requires all organisations with over 250 employees to report on and publish their gender pay gap on a yearly basis. This is based on a snapshot of data from 31st March of each year - this report captures data from **31st March 2020**.

Of the 8,858 staff counted as part of the GPG reporting, 6,375 were female and 2,483 were male.

Year:	2019/2020	2018/2019	+/- %
Mean GPG	13.71%	14.83%	-1.12%
Median GPG	9.49%	7.85%	+1.64%

The mean hourly pay for males is £3.31 higher than that of females, which is a gap of 13.71%. Male median pay is £1.99 higher than females, which is a gap of 9.49%.

### Mean Pay Gap

Since the previous reporting year (2018/19) the mean pay gap has decreased by 1 percentage point, though female employees are still paid on average £3.31 less than male employees. The workforce headcount across the organisation has fluctuated, however there have been no significant changes over the reporting year to the gender split by band.

This reporting year (2019/20) the Gender Pay Gap for AFC averages at 0.19%, this compares to a gap of 0.90% in 2018/19. In AfC band 4-6 the average hourly pay for female staff has increased 1.93% vs. 0.84% in 2018/19 (average across the bands). In AfC bands 8c-9 the average hourly rate for male staff has increased 3.26% vs. -0.34% in 2018/19.

### Medical Staff and Drs in Training

The biggest gap in hourly pay is in the medical staff group and as with previous years it is this pay gap that is the most significant.

In the Dr in Training roles the gap has decreased significantly from 6.2% in 2018/19 to 2.77% in 2019/20. The pay gap has also decreased for Consultants, though there is still a £1.65 difference in hourly pay between males and females in this role.

The medical staff group consists of 1,358 staff so these differences (above) are notable and where the overall pay gap lies. **If medical staff were removed from the overall total, then the gender pay gap would be 1.27% in favour of female staff.**

### Median Pay Gap

The median is based on the hourly rate that is in the middle when lined up from lowest to highest. Keeping in mind that the Trust profile is 72% female to 28% male, females are over-represented in the middle quartiles, whilst slightly under-represented in the lower quartile. However, in the upper quartile males are over-represented at 39%.

The overall median figure for hourly pay across the Trust regardless of gender is £19.38, which is much close to the female figure of £18.97 than the male figure of £20.96.

## **2. Gender Pay Gap Reporting**

### **Introduction**

The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017 require all organisations with over 250 employees to report on and publish their gender pay gap on a yearly basis. This is based on a snapshot from 31<sup>st</sup> March of each year, and each organisation is duty bound to publish information on their website. This report captures data as at 31<sup>st</sup> March 2020. The NHS has issued guidance on how to calculate the gender pay gap, and that guidance is followed here (see Appendix 1).

St George's University Hospitals NHS Foundation Trust (*St George's*) employs over 8,500 staff in a number of staff groups, including administrative, medical, nursing, and allied health roles. All staff except for medical and Very Senior Management (VSM) are on Agenda for Change (AfC) pay scales, which provide a clear structure for paying employees equally, irrespective of gender.

### **What is the gender pay gap?**

The Gender Pay Gap (GPG) is a mathematical calculation based on the difference between the average (or 'mean') hourly earnings of women compared to the average hourly earnings of men. The Gender Pay Gap highlights any imbalance of average pay across an organisation. For example, if an organisation's workforce is predominantly female yet the majority of higher paid roles are held by men, the average female salary would be lower than the average male salary.

The Gender Pay Gap is not the same as equal pay which is focused on men and women earning equal pay for the same / similar jobs or for work of equal value. It is unlawful to pay people unequally because of their gender.

### **What do we have to report on?**

The statutory requirements of the Gender Pay Gap legislation require that each organisation must calculate the following:

- The *mean* basic pay gender pay gap
- The *median* basic pay gender pay gap
- The proportion of males and females in each quartile pay band
- The *mean* bonus gender pay gap
- The *median* bonus gender pay gap
- The proportion of both males and females receiving a bonus payment

### **Definitions of pay gap**

The **mean pay gap** is the difference between the average pay of all male employees and the average pay of all female employees.

The **median pay gap** is the difference between the pay of the middle male and middle female, when all male employees and then all female employees are listed from the highest to the lowest paid.

## Who is included?

All staff who were employed by St George's and on full pay on **31<sup>st</sup> March 2020** are included. Bank staff who worked a shift on the snapshot date are included. Consultant Additional Programmed Activities (APA's) are included, but general overtime pay and expenses are excluded. Employees who are on half or nil absence or maternity leave, hosted staff (e.g. GP Trainees) and agency staff are not included.

## What pay is covered?

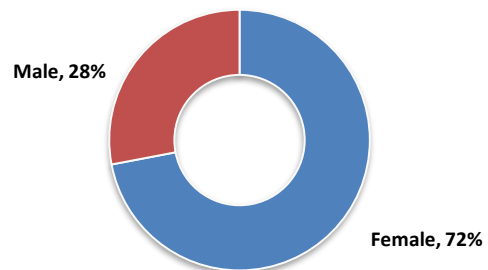
Basic pay is covered. Bonus pay is also covered. Bonus pay is defined as any remuneration that is in the form of money, vouchers, securities or options and relates to profit sharing, productivity, performance, incentive or commission. For St George's University Hospitals NHS Trust this therefore includes Clinical Excellence Awards and Distinction Awards. Recruitment & retention payments (RRP's) are only included if they are a one-off payment at the start of recruitment, but not if they are continuous. Workplace vouchers that are paid in addition to basic salary are included, unless they take the form of a salary sacrifice arrangement.

For detailed information on how the pay gap is calculated please see Appendix A.

## 3. Headline Results

### Trust Gender Profile (based on headcount)

St George's University Hospitals NHS Trust, as is typical of the NHS, has a higher proportion of females to males in its workforce – of the 8,858 staff counted as part of the gender pay gap reporting, 6,375 were female compared to 2,483 male.



### Gender Pay Gap

#### Mean Hourly Rate



#### Median Hourly Rate



**Mean gender pay gap, 2019/20 – 13.71%**

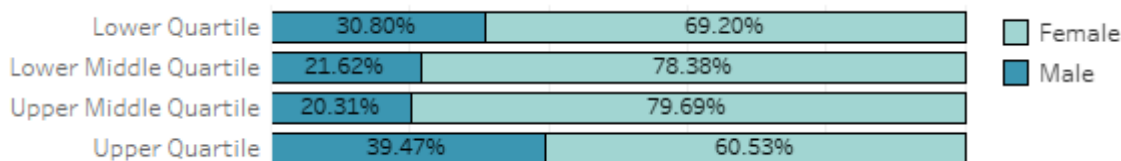
(2018/19 – 14.83%)

**Median gender pay gap – 9.49%**

(2018/19 – 7.85%)

The above figures show that the mean hourly pay for males is £3.31 higher than that of females, which is a gap of 13.71%. Male median pay is £1.99 higher than females, which is a gap of 9.49%.

### Pay quartile split:



## 4. What does this mean?

### 4.1 Mean Pay Gap

Since 2018/19 the mean pay gap has decreased, though female employees are still paid on average £3.31 per hour less than male employees. To help identify the cause/s of the mean pay gap we need to examine the gender composition and pay gaps in each individual pay grade. This breakdown is shown below, with the higher average pay by gender highlighted in green.

Grade	No. of male staff	No. of female staff	Male Hourly Rate*	Female Hourly Rate*	Diff.	2019/20 Gap <sup>†</sup>	2018/19 Gap <sup>†</sup>
Band 2	407	740	12.29	12.16	0.13	1.05%	-0.56%
Band 3	179	372	12.89	12.58	0.30	2.35%	1.34%
Band 4	147	460	13.53	13.93	-0.40	-2.99%	-1.78%
Band 5	141	567	16.89	17.33	-0.44	-2.61%	-1.15%
Band 6	244	993	20.77	20.81	-0.04	-0.20%	0.40%
Band 7	232	937	24.54	24.27	0.27	1.11%	-1.15%
Band 8a	115	287	28.54	27.98	0.57	1.99%	2.21%
Band 8b	32	79	32.23	32.74	-0.52	-1.61%	0.92%
Band 8c	22	25	38.09	37.36	0.73	1.92%	0.23%
Band 8d	21	33	44.87	43.40	1.47	3.27%	1.22%
Band 9	5	5	55.59	53.04	2.56	4.60%	-2.46%
VSM	9	6	70.21	78.08	-7.87	-11.21%	-10.05%
Med- Non Consultant	357	391	28.35	27.56	0.79	2.77%	6.20%
Med- Consultant	332	278	47.90	46.25	1.65	3.45%	4.33%

\*refers to the mean hourly rate

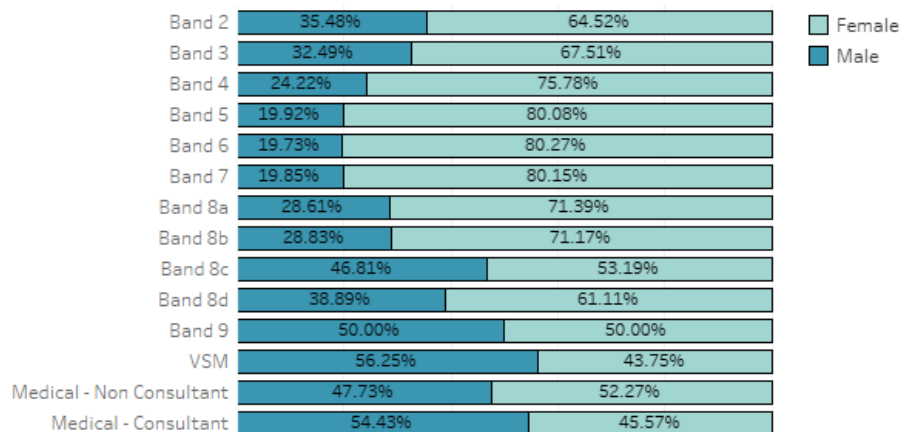
<sup>†</sup> negative values mean that the difference and the gap are favourable to females

### Gender split by band – based on headcount:

The mean gender pay gap has decreased by just over 1 percentage point against the prior year (13.71% vs. 14.83% PY). The table below shows the gender split by band. There have been no significant changes over the past year. The headcount has fluctuated. However, this is part of the constant movement of the Trust staff profile, which remains generally consistent across reporting years.

For 2019/20 the Gender Pay Gap averages at 0.19%, this compares to 0.90% in 2018/19 (AfC Bands only). In AfC Bands 4-6 the average hourly pay for female staff has increased 1.93% vs. 0.84% in 2018/19 (average across the bands). In AfC Band 8c-9 the average hourly rate for male staff has increased 3.26% vs. -0.34% in 2018/19.

In the past 3 years the proportion of female staff in Bands 8a and above has increased year on year. Most notably, for this reporting period the proportion of female staff in Band 8d has seen an increase of 7 percentage points, from 54% in 2018/19 to 61% in 2019/20.



The biggest gap in hourly pay is in the Medical Staff group (see below), and as with previous years it is this pay gap that is the most significant. In the Doctor in Training roles the gap has decreased significantly, from 6.2% in 2018/19 to 2.77% in 2019/20. The pay gap has also decreased for Consultants, although there is still a £1.65 difference in mean hourly pay between males and females in this role. The Medical Staff group consists of 1,358 staff and so any difference there has a notable impact on the mean for the Trust workforce as a whole as, once again, this is where the biggest overall pay gap lies. If Medical Staff are removed from the Trust's overall total, the gender pay gap would be 1.27% in favour of females.

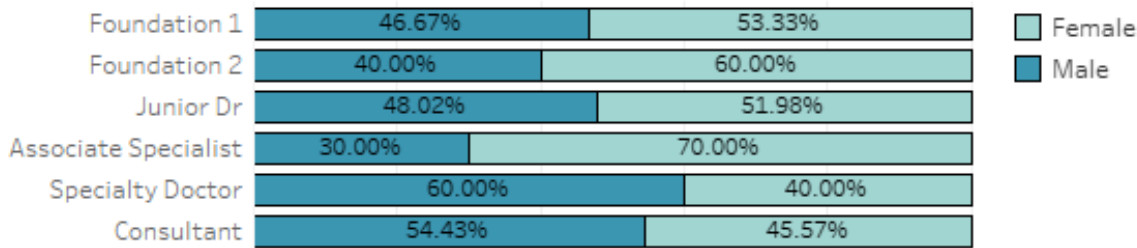
## Medical Staff

The Medical Staff group includes all 'Doctor in Training' through to 'Consultant' roles. The pay gap for Medical Staff as a whole is 6.46% (down from 10.82% last year) - males get paid on average £2.44p/h more than females. The proportion of male to female staff is 50.74% to 49.26%.

Grade	No. of male staff	No. of female staff	Male Hourly Rate*	Female Hourly Rate*	Difference	2019/20 Gap <sup>†</sup>	2018/19 Gap <sup>†</sup>
Foundation 1	14	16	14.93	15.44	-0.51	-3.42%	0.76%
Foundation 2	6	9	18.84	18.66	0.18	0.96%	0.65%
Junior Dr	328	355	28.87	28.07	0.80	2.77%	4.26%
Associate Specialist	3	7	42.19	39.55	2.64	6.26%	-14.60%
Specialty Doctor	6	4	33.59	29.87	3.72	11.07%	21.82%
Consultant	332	278	47.90	46.25	1.65	3.45%	4.33%

\*refers to the mean hourly rate † negative values mean that the difference and the gap are favourable to females

## Gender Split by Medical Role – based on headcount



### Consultant posts

Consultants are generally amongst the highest paid roles in the Trust, and are eligible to receive clinical excellence awards (CEAs) and Additional Programmed Activities (APAs) which are consolidated into their basic pay calculations. St George's had 610 consultants in post on 31st March 2020.

There are more male consultants than female (54% male to 46% female). Whilst male consultants were paid, on average, £1.65 p/h more than their female counterparts in 2019/20, this has reduced from £2.12 p/h in the previous reporting year (2018/19). We regard this as a positive trend and one which has been led by internal focus on encouraging female Consultants to apply.

### Doctors in Training posts

The Trust has over 600 Doctors in Training, most of whom have a National Training Number and are assigned to the organisation by Health Education England.

The proportion of female doctors at Foundation Year 1 has decreased by 18 percentage points from 71% in 2018/19 to just 53% in 2019/20. Male doctors increased from 29 percentage points in 2018/19 to 47% in 2019/20. It is difficult to identify the reason/s for this, as Foundation Year 1 allocations to the organisation are managed centrally by the South Thames Foundation School. However, the data would suggest that fewer females students entered the training programme from medical school or that there was a significantly higher proportion of male students moving from medical school into the Foundation training programme.

There are 10 spine points on the basic Doctor in Training payscale which dictates the hourly rate at which they will be paid. The overall pay gap for Doctors in Training has decreased from 4.26% to 2.77%, and although there is a higher proportion of females in these roles, male Doctors in Training are paid on average £0.8 p/h more than female counterparts.

Male Doctors in Training tend to be on the higher spine points which suggests that males are progressing through the spine points or through training years at a faster rate than female Doctors in Training. This may be due, in part, to females being impacted, financially and in career progression terms, by any time taken for periods of absence from work such as extended child care leave.



## 4.2 Median Pay Gap

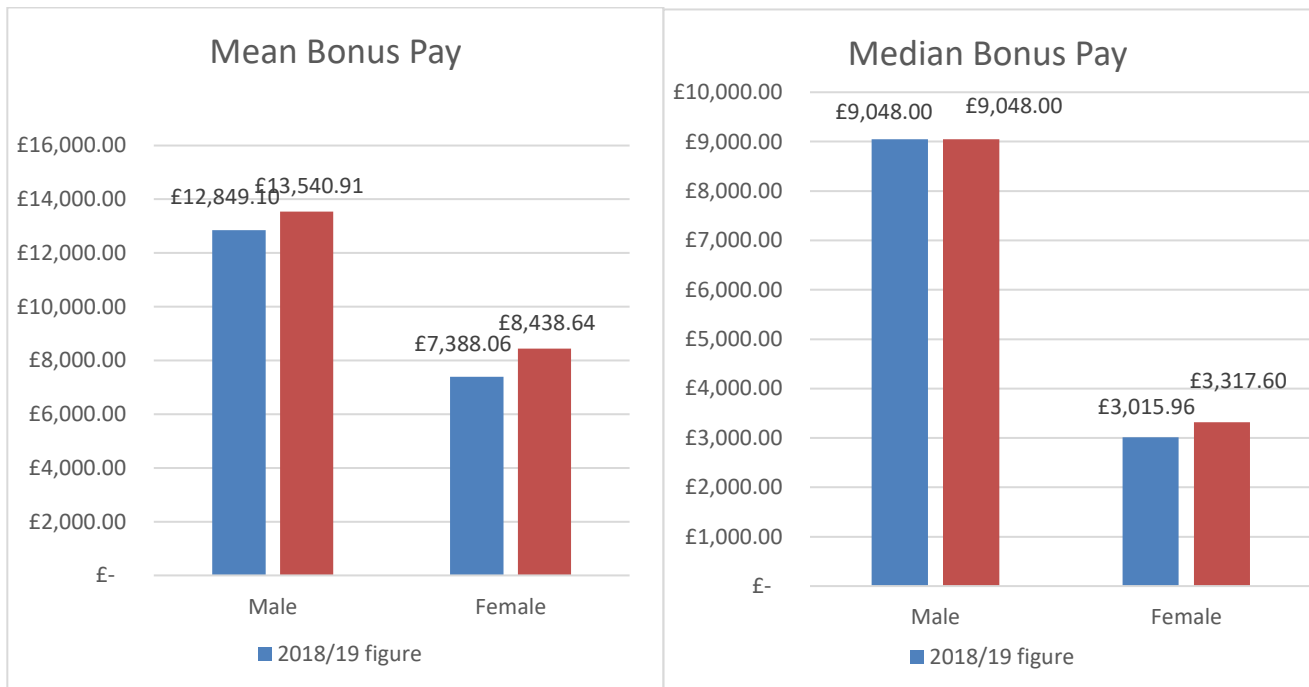
The median pay is based on the hourly rate that is in the middle when pay lined up from lowest to highest (please see appendix 1 for more detail). Keeping in mind that the Trust's overall workforce profile is 72% female to 28% male, females are over-represented in the middle quartiles, whilst slightly under-represented in the lower quartile. However, in the upper quartile males are over-represented at 39%. The proportion of males and females in each quartile is shown below:

	Males	Females
Lower Quartile	682 (31%)	1,532 (69%)
Lower Middle Quartile	479 (22%)	1,737 (78%)
Upper Middle Quartile	451 (20%)	1,770 (80%)
Upper Quartile	871 (39%)	1,336 (61%)

The highest concentration of males is in the upper quartile, which therefore has the lowest concentration of females. We can see that this disproportionately high number of males in the Upper Quartile is affecting where the median falls – the middle number in the total number of females is 3,187, which falls in the lower middle quartile, whilst for males the middle number is 1,242, which falls in the upper middle quartile.

It is worth noting however that the overall median figure for hourly pay across the Trust on an all staff basis (regardless of gender) is £19.38, which is much closer to the female figure of £18.97 than the male figure of £20.96.

## 4.3 Bonuses



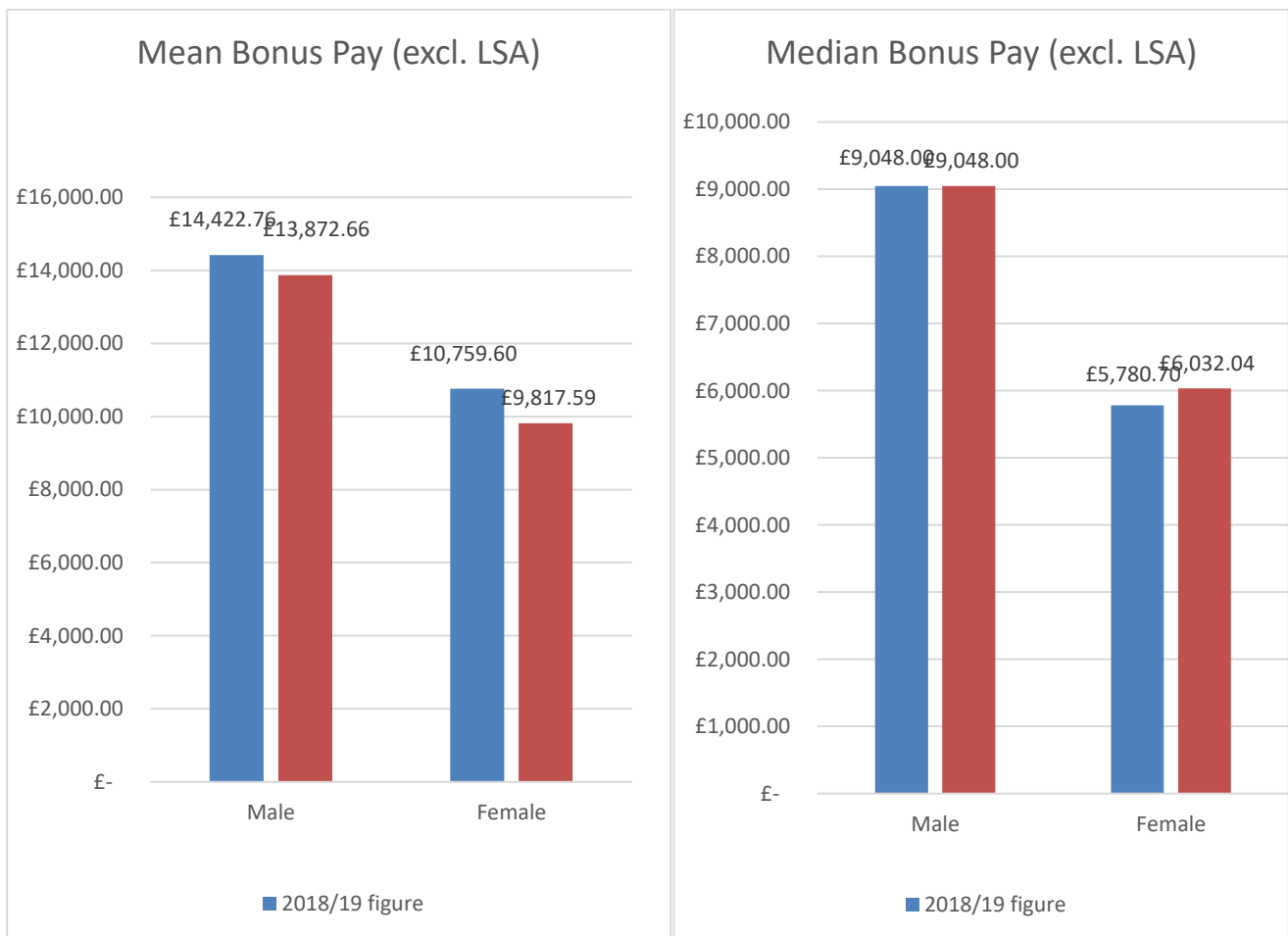
**Mean gender pay gap – 37.68%**  
(2018/19 42.5%)

**Median gender pay gap – 63.33%**  
(2018/19 66.67%)

Since 2018/19 there has been a significant increase in the numbers of bonus awards, and this has continued into 2019/20. This is due to the recipients of the Trust's Long Service Awards (LSA) receiving a voucher for £50, which is classed as a bonus due to its monetary value. In previous years recipients were gifted a crystal bowl which would not be included in the figures for bonus awards. As the Trust profile is 72% female, most of these LSA bonuses were given to female staff and therefore impact the calculation of pay gaps.

The other bonuses paid in the reporting time frame (1<sup>st</sup> April 2019 to 31<sup>st</sup> March 2020) were to Medical Consultants in the form of CEA's and Distinction Awards. These generally have a high value, and therefore a high impact on calculation of pay gaps. We know from the analysis from previous years, when LSA weren't included in the calculations, that the main issue in the award of bonuses is that CEA's and Distinction Awards have been more typically paid to males than females.

Although our reporting requirement is to look at all components of pay, given the materiality of CEA's and Distinction Awards, the following analysis will look at the bonus pay gap with the long service awards excluded.



**Mean gender pay gap – 29.23%**  
(2018/19 25.4%)

**Median gender pay gap – 33.33%**  
(2017/18 36.11%)

Aside from the Long Service Awards the only bonuses paid were the Distinction Awards and Clinical Excellence Awards, both paid only to Consultants. Only 4 Distinction Awards were paid (3 to male Consultants and 1 to female Consultants) compared to 191 CEA's so this analysis will focus on the CEA's. It is of note that the Distinction Awards, once awarded, tend to be paid for a number of years into the future and typically increase over time. Thus even where more females begin to receive CEAs and Distinction Awards, it will take time for them to reach the higher level payments.

An encouraging sign is that the proportion of females now receiving CEA's in the lower age range has increased, suggesting that the steps the Trust has taken to improve the balance has had a positive impact. These changes will flow through to and help balance the calculation of the bonus pay gap in future:

<b>2019/20</b>		
<b>Age Range</b>	<b>Female</b>	<b>Male</b>
<b>31-40</b>	100%	0%
<b>41-50</b>	48%	52%
<b>51-60</b>	40%	60%
<b>61-70</b>	16%	84%
<b>71+</b>	0%	100%

<b>2018/19</b>		
<b>Age Range</b>	<b>Female</b>	<b>Male</b>
<b>31-40</b>	86%	14%
<b>41-50</b>	42%	58%
<b>51-60</b>	34%	66%
<b>61-70</b>	0%	100%
<b>71+</b>	0%	0%

Including the Long Service Awards there was a total of 210 bonuses paid in the reporting period. Of these, 85 were to females, which is 1.33% of the total female employees in the Trust. In comparison 125 were paid to males, which is 5.03% of the total male employees in the Trust.

When compared with the proportion of male Consultants to female Consultants, 60% of bonuses were paid to males when they make up 54% of the role. 40% were paid to females, who make up 46% of the role. However, as indicated, the likelihood if current trends continue is that this will come into balance in future years.

## 5. Year on Year Trends

For comparison the figures across the four years of reporting are presented below:

	2016-17	2017-18	2018-19	2019-20
<b>Mean Pay Gap</b>	13.94%	13.61%	14.83%	13.71%
<b>Median Pay Gap</b>	2.11%	4.96%	7.85%	9.49%
<b>Mean Bonus Pay Gap</b>	15.05%	12.25%	25.40%	29.23%
<b>Median Bonus Pay Gap</b>	15.36%	17.19%	36.11%	33.33%
<b>% males getting bonus</b>	5.28%	4.98%	4.83%	5.03%
<b>% females getting bonus</b>	1.08%	1.11%	1.15%	1.33%

Note: The above figures for both mean and median bonus pay gap exclude the Long Service Awards (LSA) for ease of comparison with previous years' data, however the % of staff getting bonus includes long service awards.

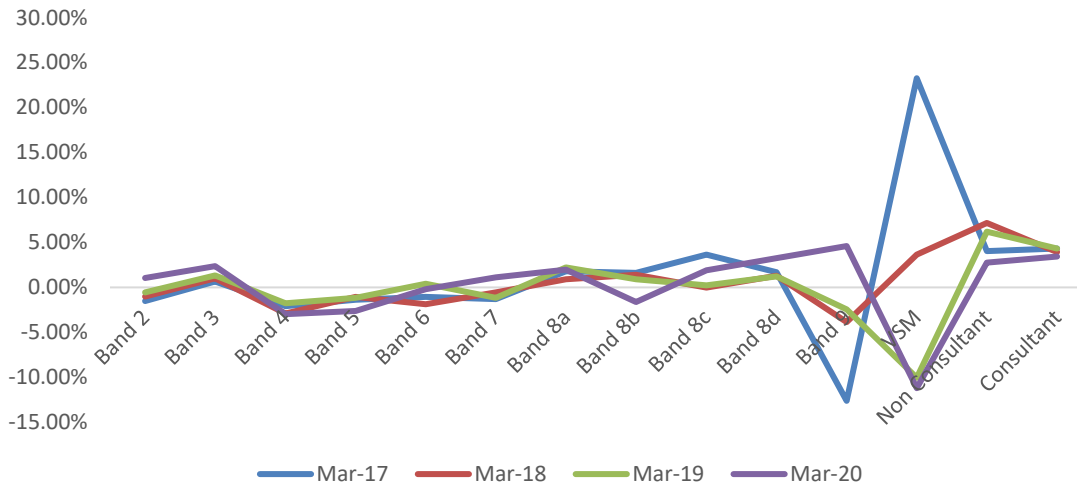
Actual numbers of employees receiving bonuses compared to total number of employees is shown in the following table:

Year	Gender	No. of Employees Paid Bonus	Total No. of Employees	% of Employees Receiving Bonus
<b>2019/20</b>	<b>Female</b>	85	6375	1.33%
	<b>Male</b>	125	2483	5.03%
<b>2018/19</b>	<b>Female</b>	74	6423	1.15%
	<b>Male</b>	122	2524	4.83%
<b>2017/18</b>	<b>Female</b>	70	6290	1.11%
	<b>Male</b>	124	2488	4.98%
<b>2016/17</b>	<b>Female</b>	70	6482	1.08%
	<b>Male</b>	128	2424	5.28%

### **Mean and Median Trend:**

The **mean pay gap** has remained steady over the four year reporting period and this is reflected in the lower to middle pay bands where the majority of our workforce are situated. There is greater fluctuation in the more senior bands, where there are fewer employees and so the pay gap is more likely to be affected by staff changes.

This is illustrated in the following graph which shows the pay gap in each band over the four year reporting period:



The **median pay gap**, however, has increased, from 2.11% in 2016/17 (i.e. male bonuses were worth a median cost of £1,374.70 more than female bonuses) to 9.49% in 2019/20 (a median difference of £3,015.96) - as outlined previously, this median pay gap is due to the higher concentration of males in higher bands across the organisation.

### Bonus Pay Gap:

Both the mean and median bonus pay gap have increased due to the increase in female consultants applying for and receiving CEA payments – as shown by the increase in the percentage of female employees receiving bonuses. Whilst this is a positive increase it is important to note that as the value of the CEA increases year on year - those in receipt for longer, historically male consultants, will receive higher amounts, making the 'bonus pay gap' difficult to close – at least in the short term.

This 'bonus pay gap' has been highlighted in previous Gender Pay Gap reports, and is now well publicised, with female Consultants in the NHS being encouraged to apply. Certainly this is being actively encouraged at the Trust. Female consultant applications are being submitted and accepted, however they will always start the scheme at the entry point (lower monetary value) and this has therefore increased the pay gap for bonuses.

### Comparison

At the time of writing there were 77 other Trusts which had submitted their Gender Pay Gap data. Of these 77 Trusts, 18 had a lower mean pay gap than us (only 5 of these were of a comparable size – the other 13 had between 1,000 to 4,999 employees – see top ten below), and 33 had a lower median pay gap.

The following shows the top ten Trusts of a similar size (between 5,000 and 19,999 employees) with the lowest recorded Gender Pay Gap in 2019/20. St George's is highlighted in green:

Top 10 NHS Trusts (of a similar size)	Gender Pay Gap (%)
Yorkshire Ambulance Service NHS Trust	3.9
Nottinghamshire Healthcare NHS Trust	6.6
South London and Maudsley NHS Foundation Trust	10.7
Lancashire Care NHS Foundation Trust	12.0
Tees, Esk and Wear Valleys NHS Foundation Trust	12.2
<b>St George's University Hospitals NHS Foundation Trust</b>	<b>13.7</b>
Leicestershire Partnership NHS Trust	14.9
Brighton and Sussex University Hospitals NHS Trust	16.3
Imperial College Healthcare NHS Trust	16.8
Southern Health NHS Foundation Trust	19.2

## **6. Next Steps at St George's**

Following Board approval and endorsement of this Report, we will present the findings to the Women's Staff Network (TWSN) and CMO Office to help establish a set of objectives to improve the Gender Pay Gap. This will include a specific set of further actions (building on those from previous years) to move medical staff GPG, as this is the most significant across the organisation.

At a wider level, the requirement to produce a Gender Pay Gap report was introduced in March 2016, with the first report not due until the following year, March 2017. This was to allow time for organisations to implement systems to collect the required data on the GPG. Therefore what organisations published was a report in March 2017 based on data for the period April 2015 through to March 2016. This one-year lag has continued nationally and resulted in GPG reports always being over one year behind the reality, and any findings and decisions about next steps may therefore be redundant at the time of publishing.

By January 2022, St Georges will produce and publish our 2020/21 Report - covering the period April 2020 – March 2021. Following the March 2022 year-end we will then publish our Gender Pay Gap Report for the 2021-22 Report - covering the period April 2021 – March 2022, to bring our Gender Pay reporting into line with the financial year.

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## Appendix A: Calculating the Gender Pay Gap

To calculate the GPG we first determine the average hourly pay for all valid employees within the month of March 2020. For each employee the total pay - including basic salary, high cost allowance, any extra duties etc. – are totalled, and then divided by the number of hours worked that month. This gives an average hourly rate.

Calculating the 'mean' (i.e. average) hourly pay for all male employees and all female employees:

- Total the average hourly pay for each gender and then divided this figure by the number of employees in each group.
- A sample of 14 employees is shown below to assist with understanding these calculations:

Gender	Employee	Basic Pay	High Cost Allowance	Additional	Total	Hours worked	Average Hourly Pay
Female	Training Nurse Associate	£1,567.75	£366.67		£1,934.42	162.95	£11.87
	Administrator	£1,288.80	£293.33		£1,582.13	130.36	£12.14
	HCA - Acute Medicine	£676.66	£168.67	£193.11	£1,038.44	74.96	£13.85
	Staff Nurse - Critical Care	£2,271.67	£454.33		£2,726.00	162.95	£16.73
	Research Nurse	£3,105.58	£564.75		£3,670.33	162.95	£22.52
	Receptionist	£3,341.00	£564.75		£3,905.75	162.95	£23.97
	Senior Staff Nurse - Critical Care	£3,105.58	£564.75	£518.03	£4,188.36	162.95	£25.70
Male	Theatre HCA	£1,585.00	£366.67	£224.34	£2,176.01	162.95	£13.35
	Staff Nurse - Acute Medicine	£2,509.33	£501.87	£55.27	£3,066.47	165.95	£18.48
	Anaesthetic Nurse	£2,509.33	£501.87	£235.53	£3,246.73	164.95	£19.68
	Specialty Registrar – Dermatology*	£4,006.25		£180.17	£4,186.42	173.81	£24.09
	Specialty Registrar - A&E*	£4,006.83		£1,782.90	£5,789.73	173.81	£33.31
	Consultant – Radiology*	£8,477.92		£685.84	£9,163.76	173.8	£52.73
	Consultant – Anaesthetics*	£8,477.92		£731.40	£9,209.32	173.8	£52.99

\* Medical staff

For each employee their total monthly pay for March is calculated and then divided by the hours worked to determine an average hourly pay.

To get the mean hourly pay for the two genders all the average hourly rates are added together and then divided by the number of employees (in this case, 7):

- Female:  $(11.87 + 12.14 + 13.85 + 16.73 + 22.52 + 23.97 + 25.7) / 7 = £18.11$
- Male:  $(13.35 + 18.48 + 19.68 + 24.09 + 33.31 + 52.73 + 52.99) / 7 = £30.66$

To calculate the Agenda for Change (AFC) staff only, medical staff must be removed before the calculation. In this example there are only male medical staff (indicated by an asterisk \* in the table), and so for just agenda for change male staff the calculation is  $(13.35 + 18.48 + 19.68) / 3 = £17.17$

To get the mean pay gap the calculation is the difference between the male and female hourly rates divided by the male hourly rate:

- $30.66 - 18.11 = 12.55$
- $12.55 / 30.66 = 0.4093$ , which is 40.93%

For AFC only the calculation would be:

- $17.17 - 18.11 = -0.94$
- $-0.94 / 17.17 = -0.055$ , which is -5.48%. A minus value indicates that the pay gap favours female.

Calculating the 'median' (i.e. middle point) hourly pay for all male employees and all female employees:

- Rank the hourly pay rate of each employee, from smallest to largest, again separated by gender, and take the middle point hourly pay in the ranking. This is your 'median' value.
- In the given example the median hourly rate for both female and male staff is highlighted below:

Gender	Employee	Basic Pay	High Cost Allowance	Additional	Total	Hours worked	Average Hourly Pay
Female	Training Nurse Associate	£1,567.75	£366.67		£1,934.42	162.95	£11.87
	Administrator	£1,288.80	£293.33		£1,582.13	130.36	£12.14
	HCA - Acute Medicine	£676.66	£168.67	£193.11	£1,038.44	74.96	£13.85
	Staff Nurse - Critical Care	£2,271.67	£454.33		£2,726.00	162.95	£16.73
	Research Nurse	£3,105.58	£564.75		£3,670.33	162.95	£22.52
	Receptionist	£3,341.00	£564.75		£3,905.75	162.95	£23.97
	Senior Staff Nurse - Critical Care	£3,105.58	£564.75	£518.03	£4,188.36	162.95	£25.70
Male	Theatre HCA	£1,585.00	£366.67	£224.34	£2,176.01	162.95	£13.35
	Staff Nurse - Acute Medicine	£2,509.33	£501.87	£55.27	£3,066.47	165.95	£18.48
	Anaesthetic Nurse	£2,509.33	£501.87	£235.53	£3,246.73	164.95	£19.68
	Specialty Registrar - Dermatology	£4,006.25		£180.17	£4,186.42	173.81	£24.09
	Specialty Registrar - A&E	£4,006.83		£1,782.90	£5,789.73	173.81	£33.31
	Consultant - Radiology	£8,477.92		£685.84	£9,163.76	173.8	£52.73
	Consultant - Anaesthetics	£8,477.92		£731.40	£9,209.32	173.8	£52.99

The calculation for the pay gap remains the same:

- $24.09 - 16.73 = 7.36$
- $7.36 / 24.09 = 0.3055$ , which is 30.55%

Excluding medical staff there is again no change in the female median value, but the median hourly rate for male staff is £18.48:

- $18.48 - 16.73 = 1.75$
- $1.75 / 18.48 = 0.094$ , which is 9.47%