

Gender Pay Gap - Data Submission 2021

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 31st March of each year, and each organisation is duty bound to publish information on their website. This report captures data as at 31st March 2021. 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 9,000 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 **31st March 2021** 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.

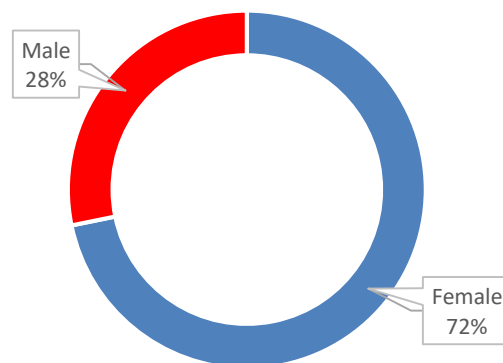
What pay is covered?

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 9,162

staff counted as part of the gender pay gap reporting, 6,577 were female compared to 2,585 male.

Gender Pay Gap

Mean Hourly Rate



Median Hourly Rate



Mean gender pay gap – 13.93%

Median gender pay gap – 7.94%

The above figures show that the mean hourly pay for males is £3.51 higher than that of females, which is a gap of 13.93%. Male median pay is £1.73 higher than females, which is a gap of 7.94%.

Pay quartile split:

Quartile	Male	Female
Lower Quartile	30.55%	69.45%
Lower Middle quartile	22.46%	77.54%
Upper Middle Quartile	22.65%	77.35%
Upper Quartile	39.13%	60.87%

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. Note: The figures in this appendix are an example data set to show the calculations, they are not the figures for a specific reporting period.

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
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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%