



St George's, Epsom  
and St Helier  
University Hospitals and Health Group



gesh

# Gender Pay Gap Report

Snapshot Date: 31<sup>st</sup> March 2022

February 2023



# Gender Pay Gap

## 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 2022.

The NHS has issued guidance on how to calculate the gender pay gap, and that guidance is followed here (see Appendix 1).

At the time of writing, **St George's University Hospitals** employs 9,711 staff in a number of staff groups, including administrative, medical, nursing, and allied health roles. **Epsom and St Helier Hospitals** employs over 7,060 members of staff.

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 payments.

### ***Who is included?***

All staff who were employed across the GESH Group on full pay on 31st March 2022 are included. Bank staff who worked a shift on the snapshot date are also 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?***

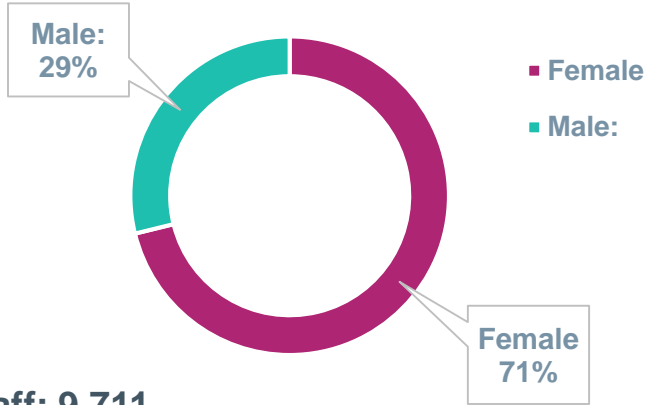
Both Basic pay and Bonus pay is covered. Bonus pay is defined as any remuneration that is in the form of money, vouchers, securities or options and relates to profit sharing, productivity, performance, incentive or commission. This includes Clinical Excellence Awards and Distinction Awards.

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.

# Gender Pay Gap

## Overview

### St George's University Hospital



Substantive Staff: 9,711



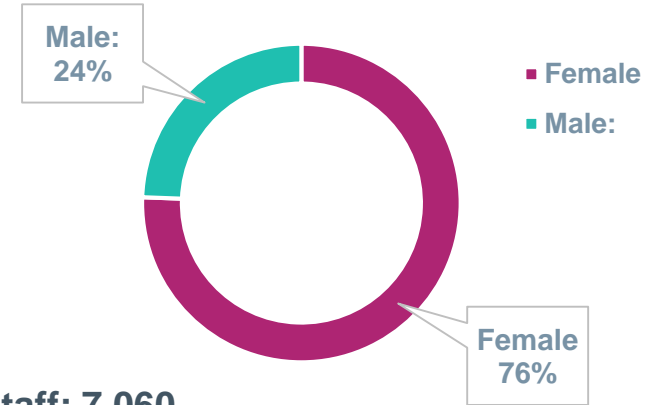
2,799 male



6,912 female



### Epsom and St Helier Hospital



Substantive Staff: 7,060



1,724 male



5,336 female



# Gender Pay Gap

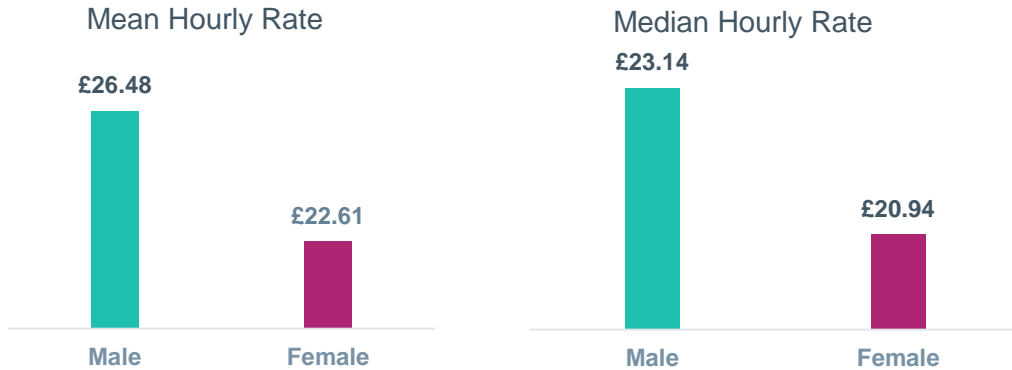
## Basic Pay - Mean and Median Gap

### Definitions of Pay Gap

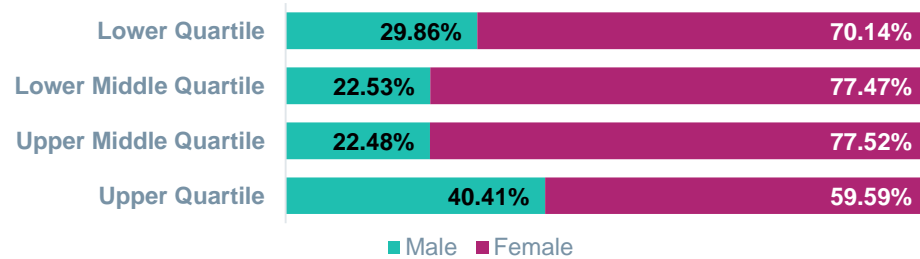
The **mean pay gap** is the difference between the average pay of all male employees and the average pay of all female employees.

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

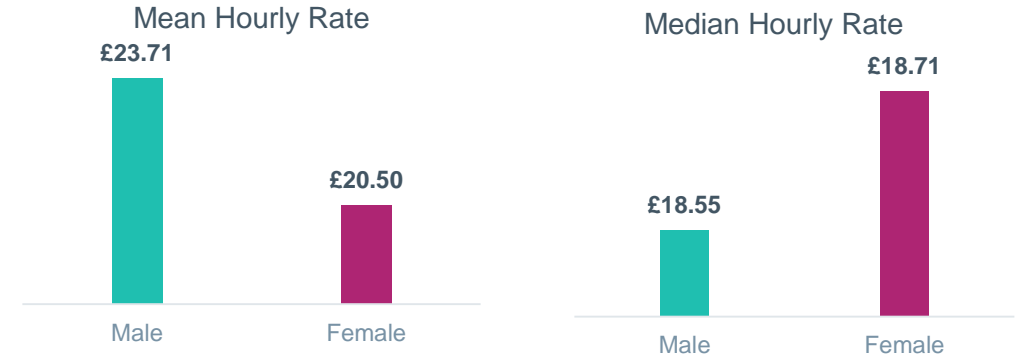
### St George's University Hospital



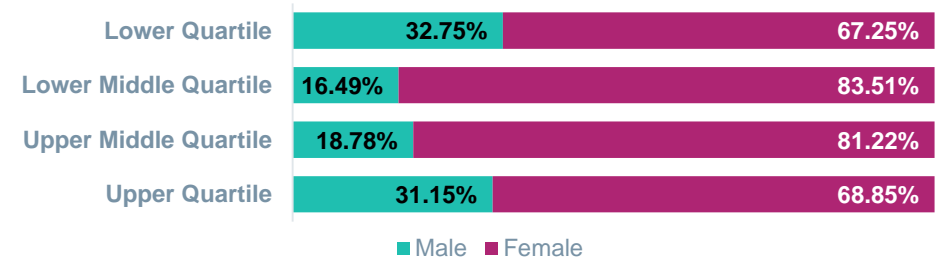
#### % of male and female employees in each pay quartile



### Epsom and St Helier Hospital



#### % of male and female employees in each pay quartile



On 31<sup>st</sup> March 2022 St George's employed 9,711 staff - 6,912 were female and 2,799 were male. The mean hourly pay for males is £3.87 higher than that of females, which is a gap of **14.6%**. Male median pay is £2.20 higher than females, which is a gap of **9.5%**.

If Medical Staff were removed from STG's overall total, the gender pay gap would be 0.37% in favour of females.

On 31<sup>st</sup> March 2022 Epsom and St Helier employed 7,060 staff - 5,336 were female and 1,724 were male.

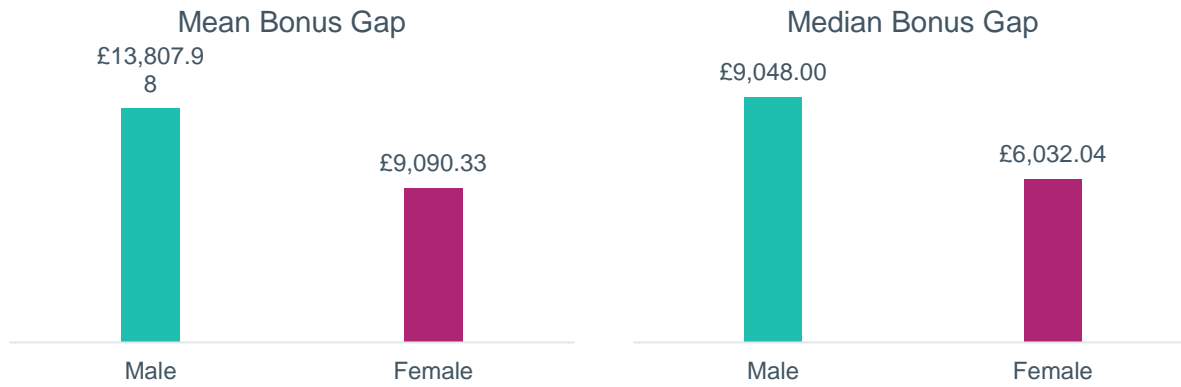
The mean hourly pay for males is £3.21 higher than that of females, which is a gap of **13.5%**. Male median pay is 16p lower than females, which is a gap of **-0.9%**.

# Gender Pay Gap

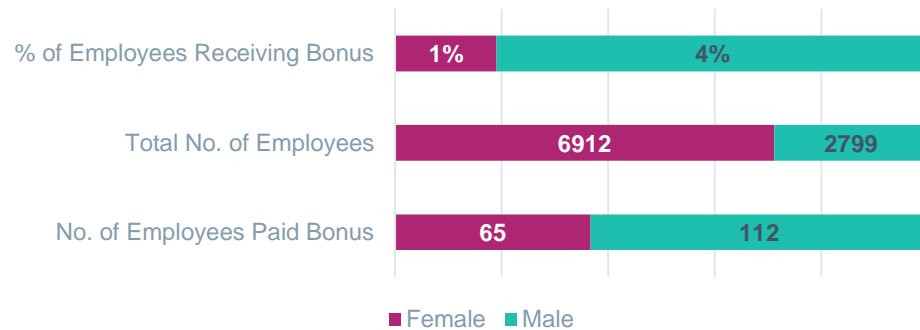
## Bonus Pay - Mean and Median Gap



### St George's University Hospital



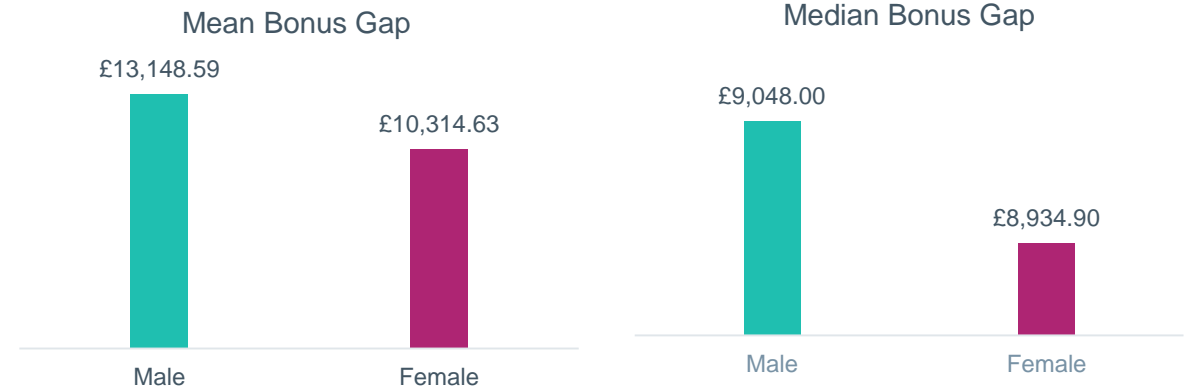
#### Bonus Overview



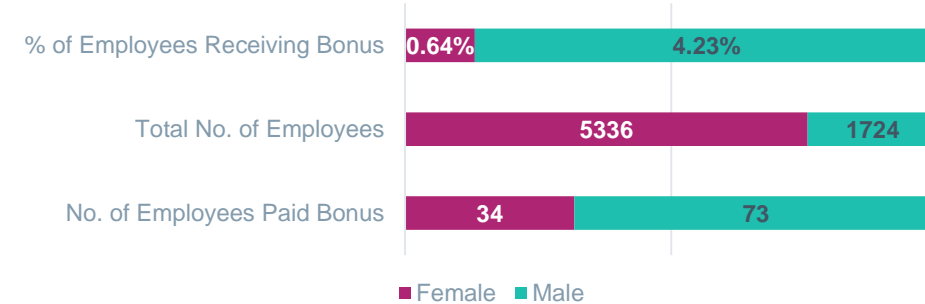
177 members of staff received a bonus this reporting period. On the 177, 65 were female, which is 1% of the female workforce and 112 were male, which is 4% of the male workforce.

The mean bonus pay for males is £4,717.65 higher than that of females, which is a gap of **34.1%**. Male median pay is £3,015.96 higher than females, which is a gap of **33.3%**.

### Epsom and St Helier Hospital



#### Bonus Overview



107 members of staff received a bonus this reporting period. Of the 107, 34 were female, which is 0.64% of the female workforce and 73 were male, which is 4.23% of the male workforce.

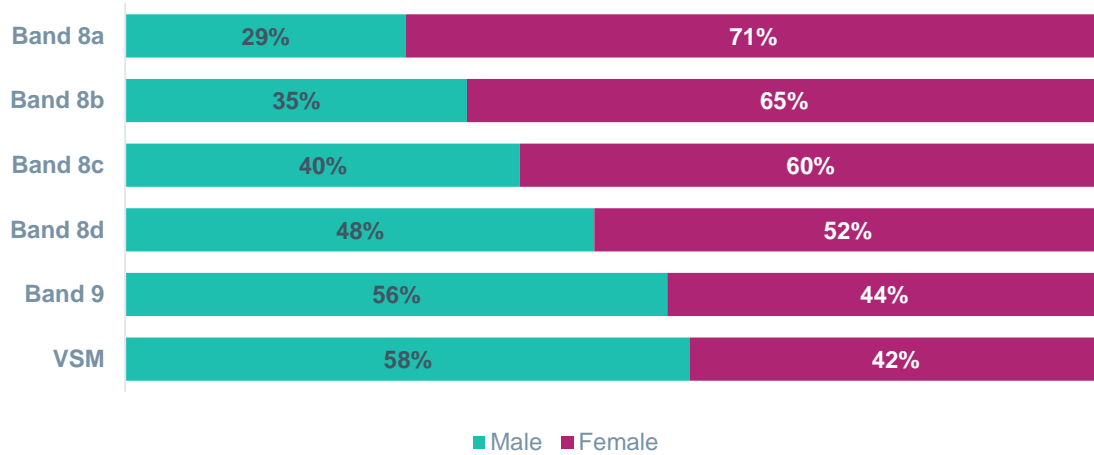
The mean bonus pay for males is £2,833.96 higher than that of females, which is a gap of **21.5%**. Male median pay is £113.10 higher than females, which is a gap of **0.1%**.

# Gender Pay Gap

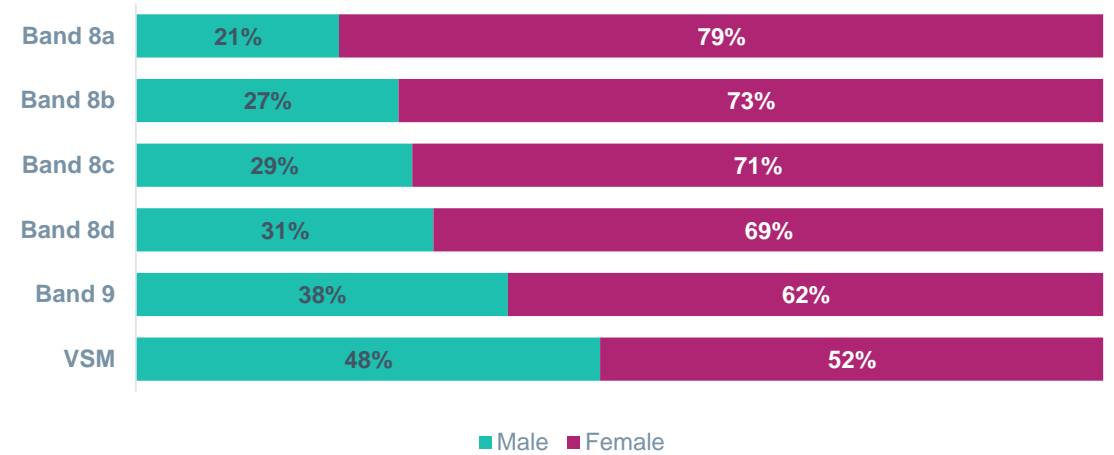
## Spotlight on Senior AFC Staff



### St George's University Hospital



### Epsom and St Helier Hospital



As an organisation, females make up 71% of the STG workforce. Through Bands 2 – Bands 8A we see a representative and over representation of female staff of between 71% - 81%.

From Band 8B and above female representation reduces and we see a higher proportion of male staff.

Male staff make up 29% of the STG workforce overall but as much as 56% and 58% of the most senior AFC positions (Band 9 and VSM).

As an organisation, females make up 76% of the ESTH workforce. Through Bands 2 – Bands 8A we see an over representation of female staff, between 78% - 86%.

From Band 8B and above female representation reduces and we see a higher proportion of male staff.

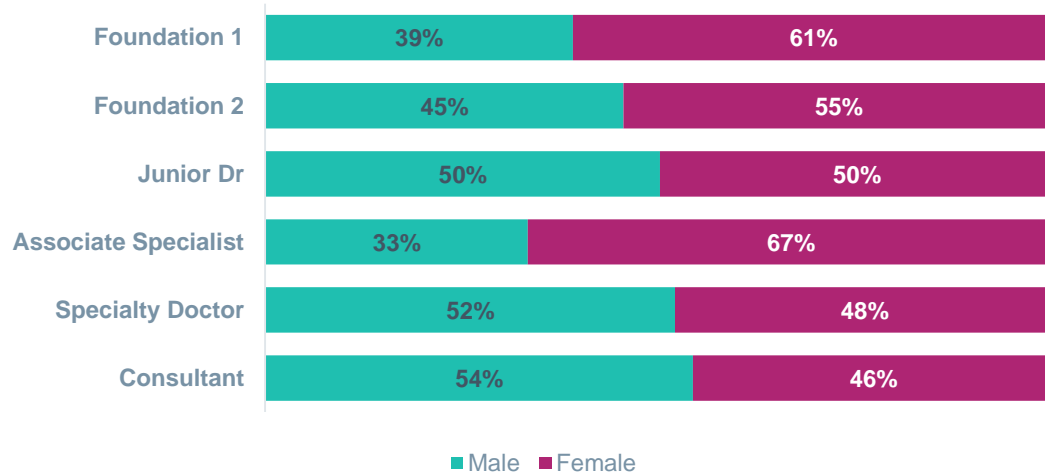
Male staff make up 24% of the ESTH workforce overall but as much as 38% and 48% of the most senior AFC positions (Band 9 and VSM).

# Gender Pay Gap

## Spotlight on Medical Staff



### St George's University Hospital



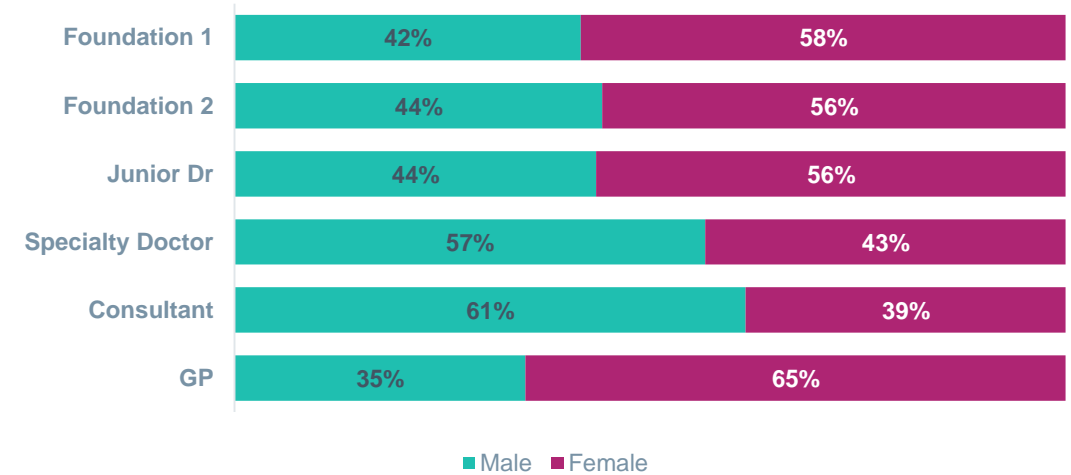
The Medical Staff group includes all 'Doctor in Training' through to 'Consultant' roles and features the biggest gap in hourly pay, and as with previous years it is this pay gap that is the most significant. In the Doctor in Training roles the gap has increased significantly, from -0.13% in 2020/21 to 11.29% in 2021/22.

The pay gap for Medical Staff, as a whole, is 9.83% (up from 6.35% last year) - males get paid on average £2.44p/h more than females. The proportion of male to female staff is 51.39% to 48.61%.

Male consultants were paid, on average, £2.36 p/h more than their female counterparts in 2021/22, this has increased from £2.24 p/h in the previous reporting year (2020/21).

**If Medical Staff are removed from the Trust's overall total, the gender pay gap would be 0.37% in favour of females.**

### Epsom and St Helier Hospital



The pay gap for Medical Staff, as a whole, is 13.66% - males get paid on average £5.41p/h more than females. The proportion of male to female staff is 51.61% to 48.39%.

# Gender Pay Gap

Trend 2019 - 2022



## St George's University Hospital

	2019	2020	2021	2022	Line trend
Mean Pay Gap	14.83%	13.71%	14.83%	14.59%	
Median Pay Gap	7.85%	9.49%	7.94%	9.51%	
Mean Bonus Pay Gap	25.40%	29.23%	35.10%	34.17%	
Median Bonus Pay Gap	36.11%	33.33%	33.33%	33.33%	
%males getting bonus	4.83%	5.03%	4.57%	4.00%	
%females getting bonus	1.15%	1.33%	1.07%	0.94%	

- The mean pay gap reduced from 14.83% to 14.59%
- The median pay gap has increased from 7.94% to 9.51%
- The mean bonus gap has reduced from 35.10% to 34.17%
- The median bonus gap has remained static for the last three years
- The % of males receiving a bonus has continued to reduce yearly and is at a four year low at 4%
- The % of females receiving a bonus has also reduced and is at a three year low at 0.94%

## Epsom and St Helier Hospital

	2019	2020	2021	2022	Line trend
Mean Pay Gap	21.09%	19.65%	17.93%	13.54%	
Median Pay Gap	12.27%	12.14%	7.47%	-0.90%	
Mean Bonus Pay Gap	16.50%	15.17%	14.26%	21.55%	
Median Bonus Pay Gap	0.00%	0.00%	0.00%	1.25%	
%males getting bonus	4.75%	4.86%	4.11%	3.38%	
%females getting bonus	0.83%	0.76%	0.60%	0.53%	

- The mean pay gap reduced year on year, from 21% in 2019 to 13.5% in 2022. This reduction is driven by two large TUPES of staff in 2021 (Mitie and Surrey Downs). This increased the trust headcount by 600 with the former largely consisting of male lower paid workers and the later TUPE largely female workforce on higher pay
- The median has reduced significantly from 7.47% in 2021 to -0.9% in 2022
- The mean bonus gap has increased significantly from 14.26% to 21.55%
- The median bonus gap data has increased to 1.25% after reporting a 0% gap over the past 3 reporting years
- The % of males receiving a bonus has slightly increased this year from 4.11% to 4.23%. The % of females receiving a bonus has slightly increased from 0.60% to 0.64%



# Gender Pay Gap

## Next Steps

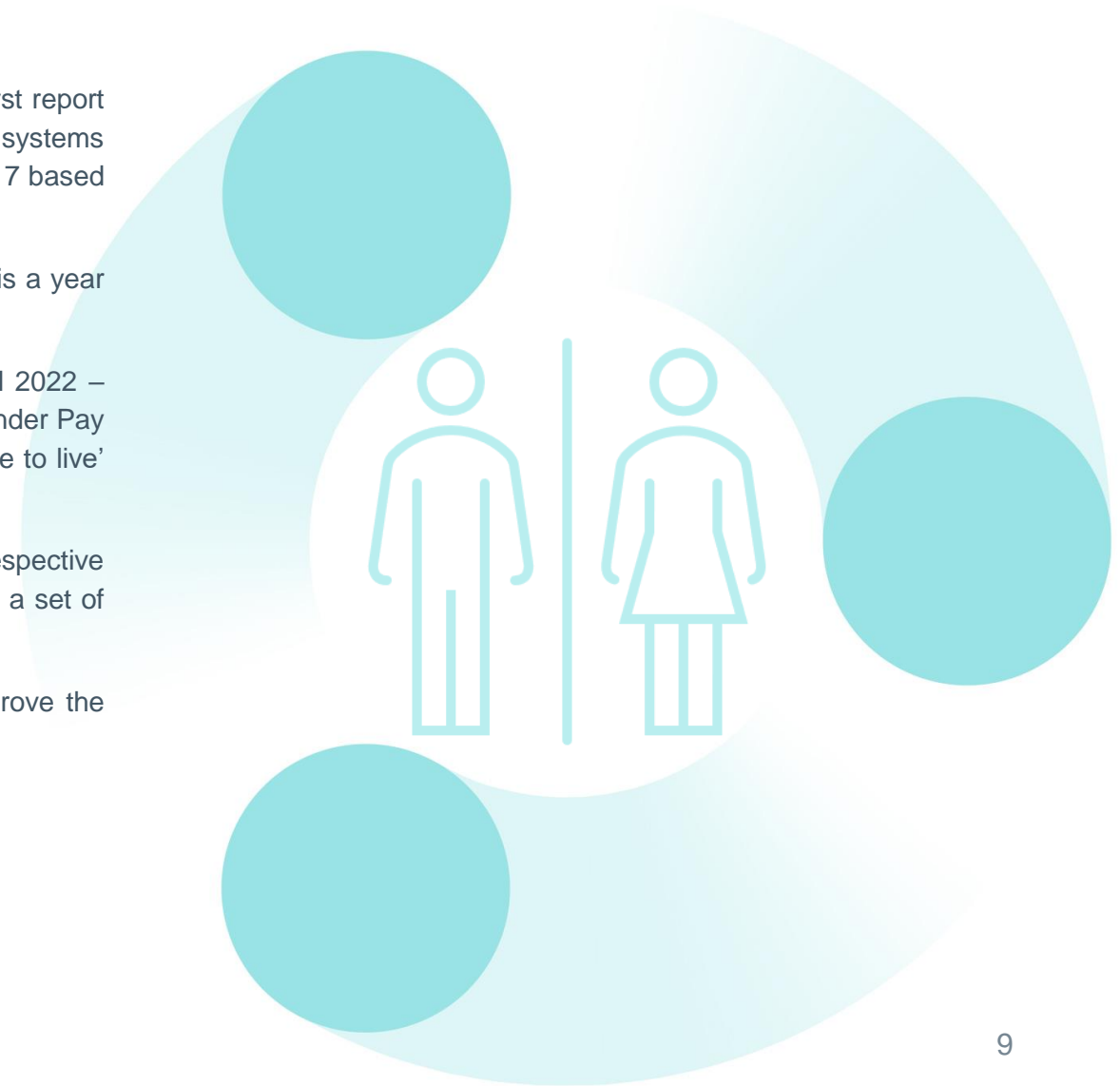
The requirement to produce a Gender Pay Gap report was introduced in March 2016, with the first report not due until the following year, March 2017. This was to allow time for organisations to implement systems to collect the required data on the GPG. Therefore, organisations published a report in March 2017 based on data for the period April 2015 through to March 2016.

This one-year lag has continued nationally and resulted in published reports looking at data that is a year old, and any findings and decisions about next steps may be outdated at the time of publishing.

This year, the GESH group will produce and publish our 2023 report - covering the period April 2022 – March 2023, in real time, shortly after the snapshot date of 31<sup>st</sup> March 2023. This will bring our Gender Pay reporting in line with the current financial year and ensure our actions are current and in response to live' findings.

Following 31<sup>st</sup> March 2023 and review of the current data, we will present the findings to our respective Women's Staff Networks and Chief Medical Officers Offices, **along with this report**, to establish a set of objectives to improve the Gender Pay Gap across the group.

This will include a specific set of further actions (building on those from previous years) to improve the medical staff pay gap as this is the most significant across the group.



# 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:

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.

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

# Appendix: A

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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 '**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:

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%

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
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