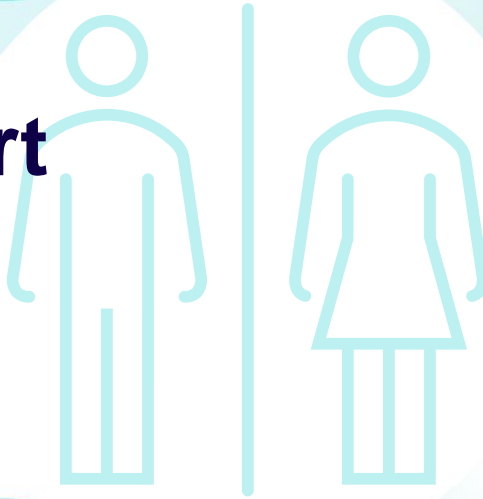


Gender Pay Gap Report

Snapshot Date: 31/03/2024



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 of 31st March 2024.**

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, Epsom and St Helier University Hospitals and Health Group (gesh) employs 17,739 employees. By Trust, this is broken down as 10,336 employees at St George's University Hospitals (SGUH) and 7,403 employees at Epsom and St Helier Hospitals (ESTH).

All staff at St George's University Hospitals except for medical and Very Senior Management (VSM) are on Agenda for Change (AfC) payscales, which provide a clear structure for paying employees equally, irrespective of gender. In addition to Medical, Very Senior Management (VSM) and Agenda for Change (AfC), Epsom and St Helier Hospitals also employs 623 Estates & Facilities staff on locally agreed payscales. Non-Executive Directors have been excluded due to the nature of their employment terms and the impact this is having on pay gap disparities.

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 gender pay gap
- The median basic 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.

Who is included?

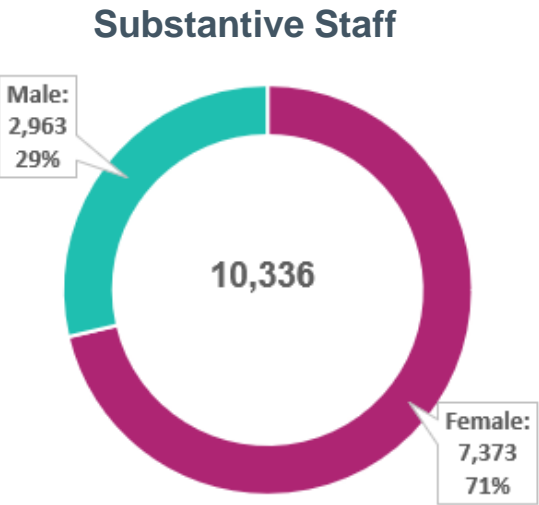
All staff who were employed across the gesh Group on full pay on 31st March 2024, with the exception of Non-Executive Directors, are included. Bank staff who worked a shift on the snapshot date are also included. Consultant Additional Programmed Activities (APAs) are included, but general overtime pay 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?

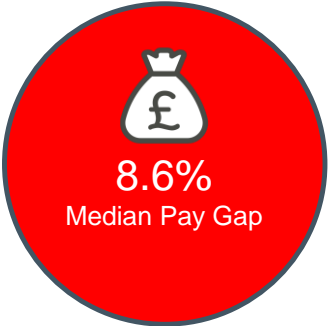
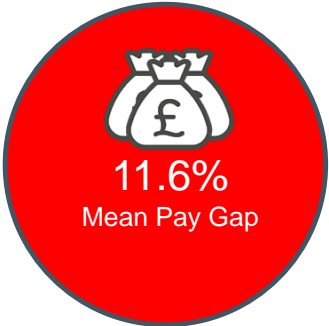
Both basic pay and Bonus pay is covered. Bonus pay is defined as any remuneration that is in the form of money, vouchers, securities or options and relates to profit sharing, productivity, performance, incentive or commission. This includes Clinical Excellence Awards and Distinction Awards.

Recruitment & retention payments (RRPs) 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.

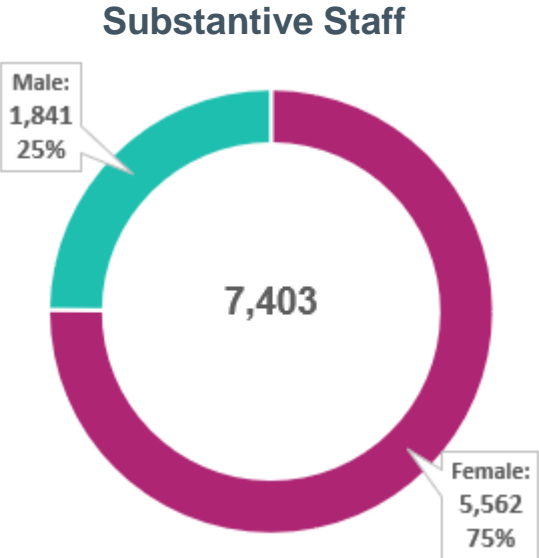
St George’s University Hospital (SGUH)



Pay Gap



Epsom and St Helier Hospital (ESTH)

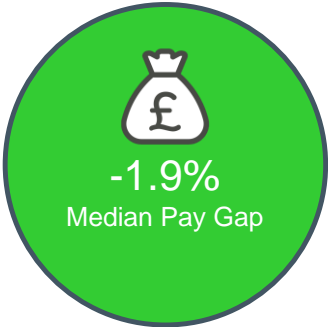
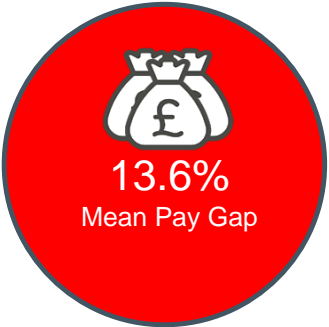


Key:

- Green +/- 0-3%
- Amber +/- 3-5%
- Red +/- 5% & above



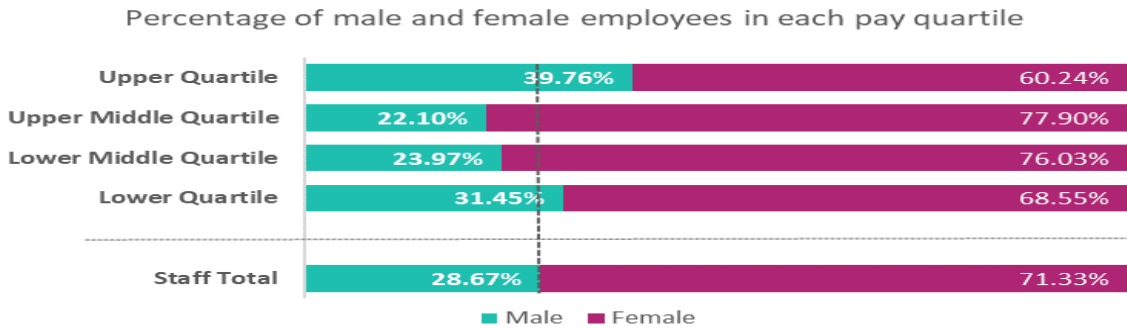
Pay Gap



Gender Pay Gap

Basic Pay - Mean and Median Gap

St George's University Hospital (SGUH)



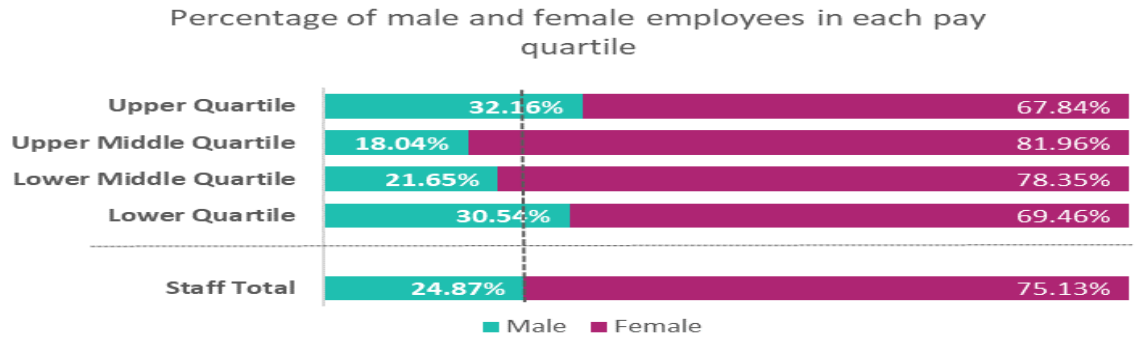
On 31st March 2024 St George's employed 10,336 staff – 7,373 (71%) were female and 2,963 (29%) were male. The mean hourly pay for males is £3.33 higher than that of females, which is a gap of **11.6%**. Male median pay is £2.18 p/h higher than females, which is a gap of **8.6%**.

For AfC (including VSM) only, the hourly rate for females is £0.27 higher than that of males, which is a pay gap of **-1.2%**. Female median is £1.6 higher than males, which is a gap of **-7.9%**.

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.

Epsom and St Helier Hospital (ESTH)



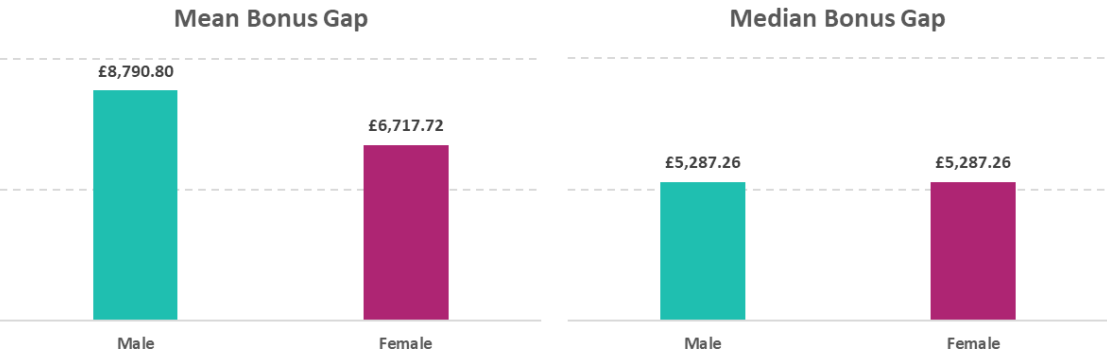
On 31st March 2024 Epsom and St Helier employed 7,403 staff – 5,562 (75%) were female and 1,841 (25%) were male. The mean hourly pay for males is £3.57 higher than that of females, which is a gap of **13.6%**. Female median pay is £0.39 higher than males, which is a gap of **-1.9%**.

For AfC (including VSM) only, the hourly rate for males is £0.04 higher than that of females, which is a pay gap of **0.2%**. Female median is £1.12 higher than males, which is a gap of **-5.8%**.

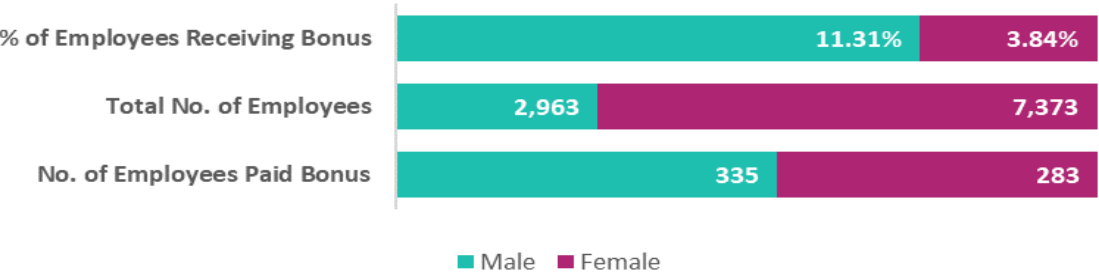
Gender Pay Gap

Bonus Pay - Mean and Median Gap

St George's University Hospital (SGUH)



Bonus Overview

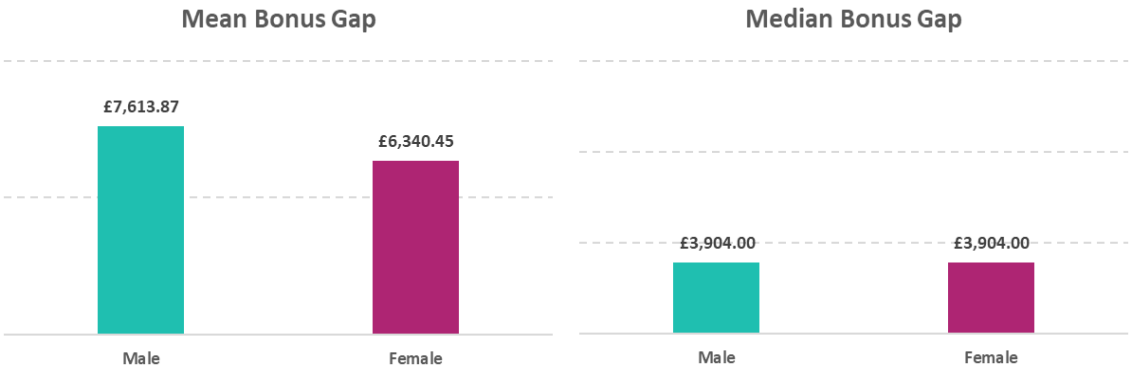


618 members of staff received a bonus this reporting period. Of the 618, 283 were female, which is 3.8% of the female workforce and 335 were male, which is 11.3% of the male workforce. All bonus payments were made to Consultants.

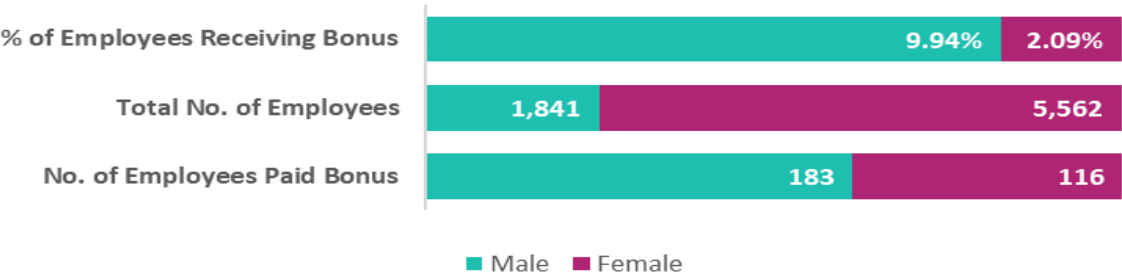
The mean bonus pay for males is £2,073.08 higher than that of females, which is a gap of **23.6%**. This reduced from a gap of £3,500.08 in 2023. Male and female median bonus pay was the same at £5,287.26, so there is no pay gap.

Definitions of Pay Gap
The **mean bonus gap** is the difference between the average bonus of all male employees and the average bonus of all female employees.
The **median bonus gap** is the difference between the bonus of the middle male and middle female, when all (eligible) male employees and then all female employees are listed from the highest to the lowest paid

Epsom and St Helier Hospital (ESTH)



Bonus Overview



299 members of staff received a bonus this reporting period. Of the 299, 116 were female, which is 2.1% of the female workforce and 183 were male, which is 9.9% of the male workforce. All bonus payments were made to Consultants.

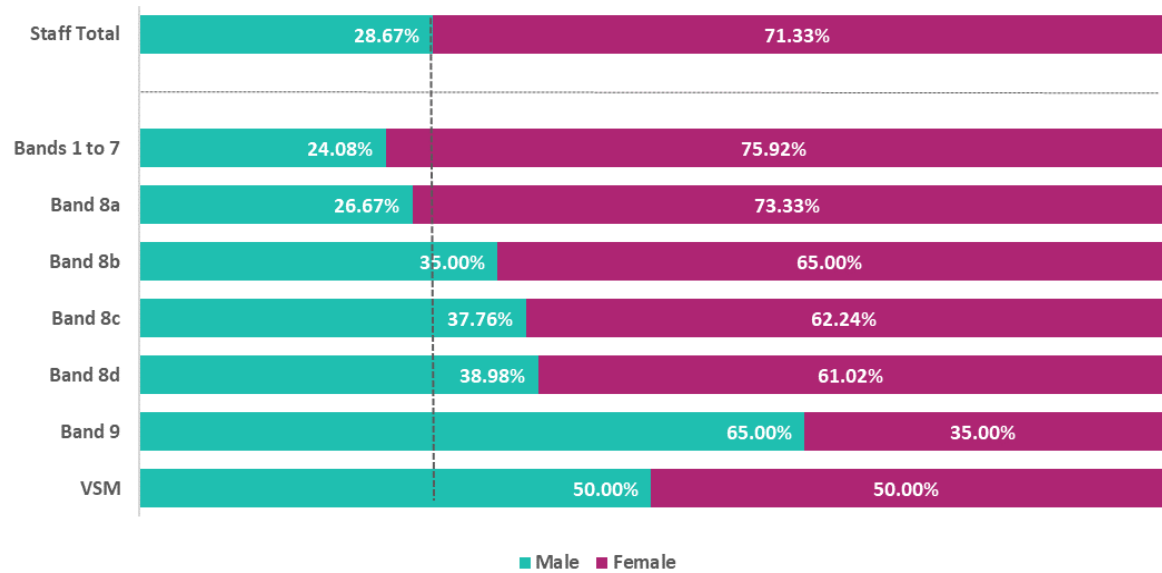
The mean bonus pay for males is £1,273.42 higher than that of females, which is a gap of **16.7%**. This reduced from a gap of £2,111.47 in 2023. Male and female median bonus pay was the same at £3,904.0, so there is no pay gap.

Gender Pay Gap

Spotlight on AfC (and local contracts)



St George’s University Hospital (gesh)

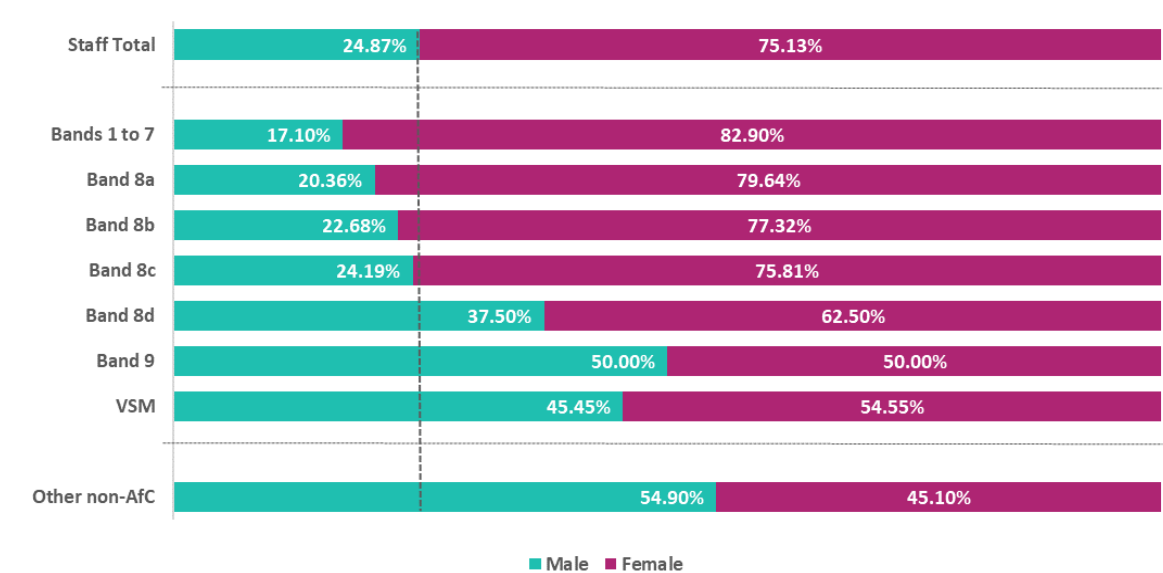


As an organisation, female staff make up 71% of the SGUH workforce. The workforce composition is within range of representative at bands 3, 4 and 8a (68% to 74%). There is an over representation of female staff at bands 5 to 7 (75% and above).

From band 8b and above female representation reduces, and we see a higher proportion of male staff. Female representation is lowest at band 9 at 35% (a 5% increase to 2023).

Male staff make up 29% of the SGUH workforce overall; the highest representation is 65% at Band 9, followed by 50% at VSM.

Epsom and St Helier Hospital (ESTH)



As an organisation, female staff make up 75% of the ESTH workforce. The workforce composition is within range of representative at bands 2, 8b and 8c (72% to 78%). There is an over representation of female staff at bands 3-8a (79% and above).

From band 8d and above female representation reduces, and we see a higher proportion of male staff. Female representation is lowest within Facilities (local contracts) at 45%, followed by band 9 at 50%.

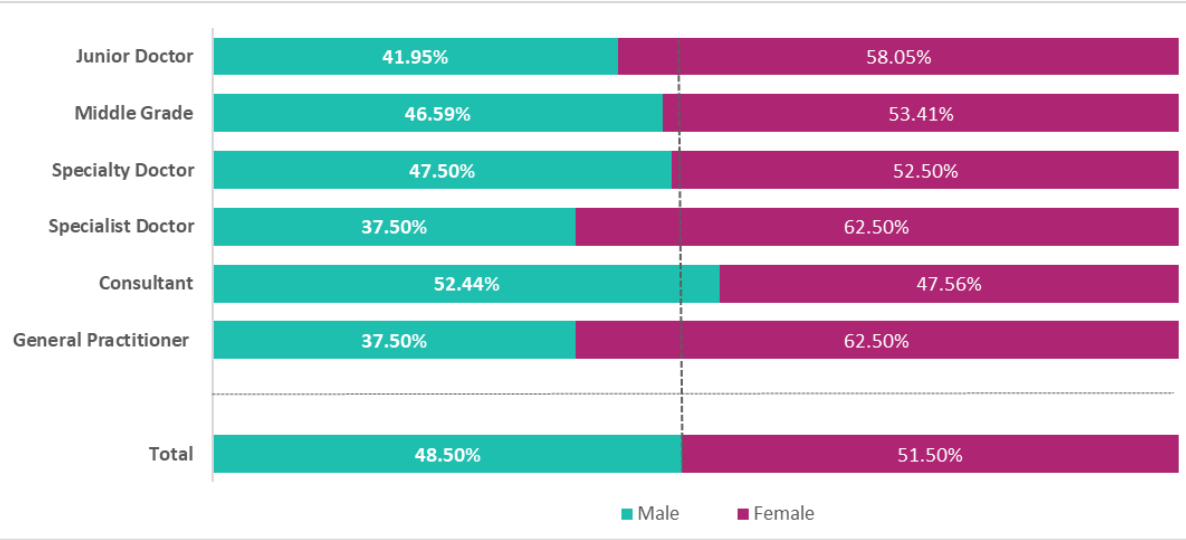
Male staff make up 25% of the ESTH workforce overall; the highest representation is 55% within the Facilities staff on local contracts.

Gender Pay Gap

Spotlight on Medical Staff



St George’s University Hospital (SGUH)



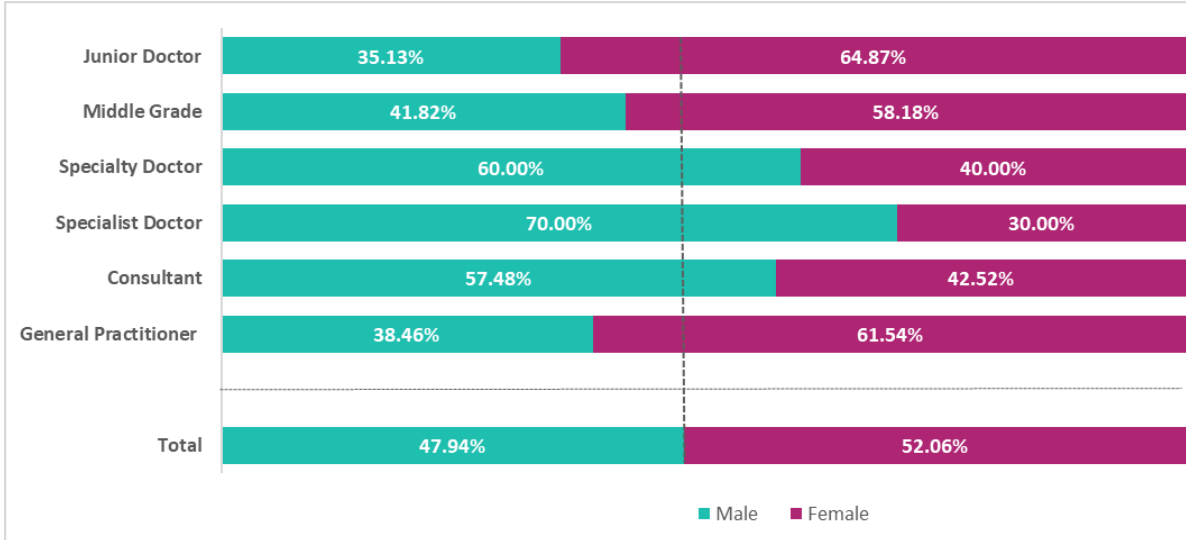
The Medical Staff group includes all ‘Doctor in Training’ through to ‘Consultant’ roles and features the biggest gap in hourly pay, and as with previous years it is this pay gap that is the most significant.

The proportion of male to female staff is 48.5% to 51.5%.

The mean hourly pay for males is £2.94 higher than that of females, which is a gap of **6.6%**. Male median pay is £3.34 higher than females, which is a gap of **7.8%**.

Male consultants were paid, on average, £2.11 p/h more than their female counterparts; this has decreased slightly from £2.16 in the previous year. For 2024, this is a pay gap of **3.6%**.

Epsom and St Helier Hospital (ESTH)



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.

The proportion of male to female staff is 47.9% to 52.1%.

The mean hourly pay for males is £6.24 higher than that of females, which is a gap of 14%. Male median pay is £12.48 higher than females, which is a gap of 27%.

Male consultants were paid on average £2.25 p/h more than their female counterparts; this has increased from £1.99 p/h in the previous reporting year. For 2024, this is a pay gap of **3.9%**.

Gender Pay Gap

Site Trend 2020 - 2024



St George’s University Hospital (SGUH)

	2020	2021	2022	2023	2024	Line Trend
Mean Pay Gap	13.71%	14.83%	14.59%	12.86%	11.60%	
Median Pay Gap	9.49%	7.94%	9.51%	10.02%	8.62%	
Mean Bonus Pay Gap	29.23%	35.10%	34.17%	32.10%	23.58%	
Median Bonus Pay Gap	33.33%	33.33%	33.33%	0.00%	0.00%	
% males getting bonus	5.03%	4.57%	4.00%	12.07%	11.31%	
% females getting bonus	1.33%	1.07%	0.94%	4.66%	3.84%	

- The mean pay gap reduced year on year, from 14.81% in 2021 to 11.6% in 2024.
- The median pay gap has decreased since last year from 10.02% to 8.62%.
- The mean bonus gap has reduced year on year, from 35.1% in 2021 to 23.58% in 2024
- The median bonus gap remained static for the second year at 0%.
- The % of males receiving a bonus decreased slightly to 11.31%.
- The % of females receiving bonus decreased slightly to 3.84%.

Epsom and St Helier Hospital (ESTH)

	2020	2021	2022	2023	2024	Line trend
Mean Pay Gap	19.52%	18.46%	14.28%	13.16%	13.58%	
Median Pay Gap	12.25%	10.38%	1.88%	-1.23%	-1.89%	
Mean Bonus Pay Gap	15.17%	16.06%	21.55%	24.90%	16.73%	
Median Bonus Pay Gap	0.00%	0.00%	1.25%	0.00%	0.00%	
% males getting bonus	5.88%	5.31%	4.22%	8.99%	9.94%	
% females getting bonus	0.90%	0.74%	0.64%	1.96%	2.09%	

- The mean pay gap has increased slightly from 13.16% to 13.58%.
- The median pay gap dropped in 2022 when a large group of locally paid facilities staff were transferred into the Trust. This has further deceased each year.
- The mean bonus gap dropped in 2024 to 16.73%.
- The median bonus gap remained static for the second year at 0%.
- The % of males receiving a bonus has increased to 9.94%.
- The % of females receiving bonus increased to 2.09%.

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 2025 report - covering the period April 2024 – March 2025, in real time, shortly after the snapshot date of 31st March 2025.

This will bring our Gender Pay reporting in line with the current financial year and ensure any actions are current and in response to live findings.

Our 2025 report will include Gender, Disability and Ethnicity.



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 divide by the number of hours worked that month. This gives an average hourly rate. **Note: The figures in this appendix are an example dataset 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 AfC 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

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 dataset 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
	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