

Gender Pay Gap Report

Snapshot Date: 31/03/2023

March 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 at 31st March 2023.

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 9,927 staff in a number of staff groups, including administrative, medical, nursing, and allied health roles. **Epsom and St Helier Hospitals** employs 7,148 staff.

All staff St George's University Hospitals 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. In addition to Medical, Very Senior Management (VSM) and Agenda for Change (AfC), Epsom and St Helier Hospitals also employs 610 Estates & Facilities staff on locally agreed pay scales.

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?

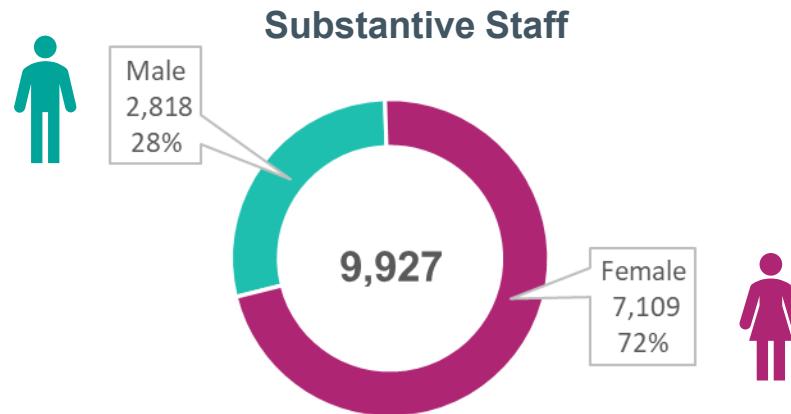
Both Basic pay and Bonus pay is covered. Bonus pay is defined as any remuneration that is in the form of money, vouchers, securities or options and relates to profit sharing, productivity, performance, incentive or commission. This includes Clinical Excellence Awards and Distinction Awards.

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.

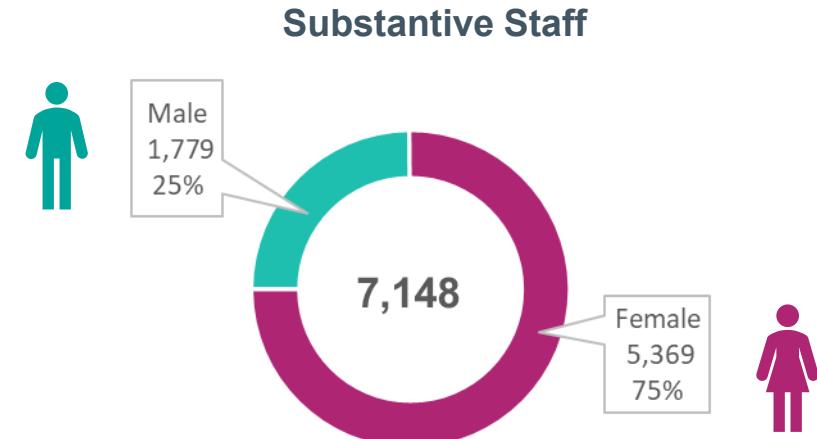
Gender Pay Gap

Overview

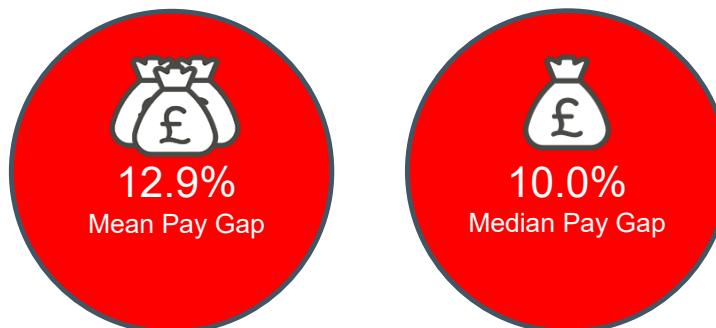
St George's University Hospital



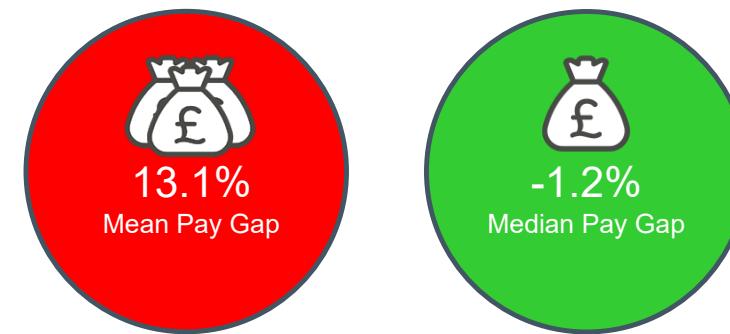
Epsom and St Helier Hospital



Pay Gap



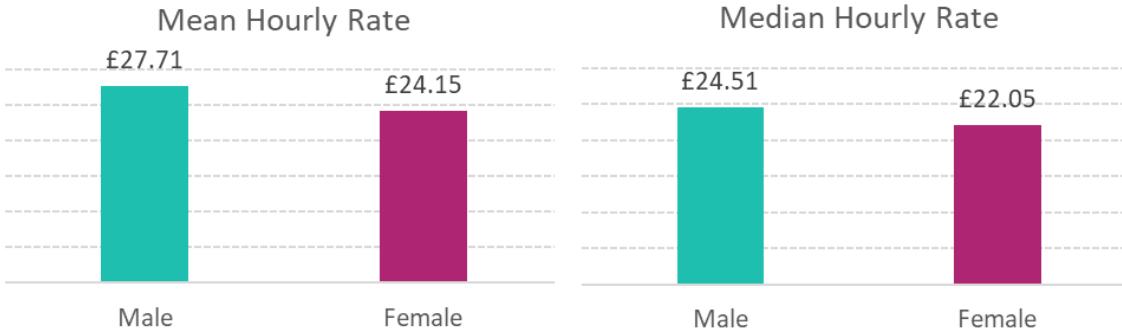
Pay Gap



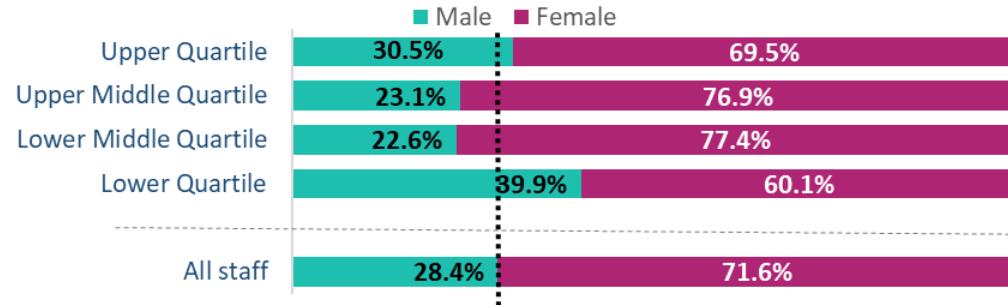
Gender Pay Gap

Basic Pay - Mean and Median Gap

St George's University Hospital



Percentage of male and female employees in each pay quartile



On 31st March 2023 St George's employed 9,927 staff – 7,109 were female and 2,818 were male. The mean hourly pay for males is £2.56 higher than that of females, which is a gap of **12.9%**. Male median pay is £2.46 higher than females, which is a gap of **10%**.

If Medical Staff were removed from STG's overall total, the gender pay gap would be 1.92% in favour of females.

Definitions of Pay Gap

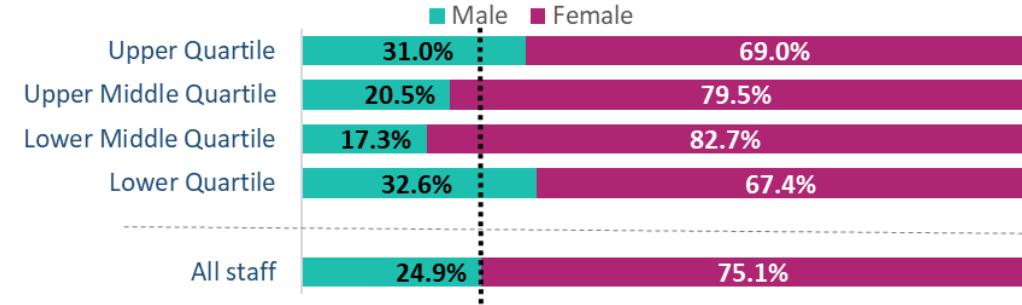
The **mean pay gap** is the difference between the average pay of all male employees and the average pay of all female employees.

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



Percentage of male and female employees in each pay quartile



On 31st March 2023 Epsom and St Helier employed 7,148 staff – of those, 75% were female.

The mean hourly pay for males is £3.26 higher than that of females, which means on average male staff receive **13.1%** more than female staff. Male median pay is 24p lower than females, which is a gap of **-1.2%**. **This means that there are more male staff who are receiving significantly higher pay than the others (outliers).**

Gender Pay Gap

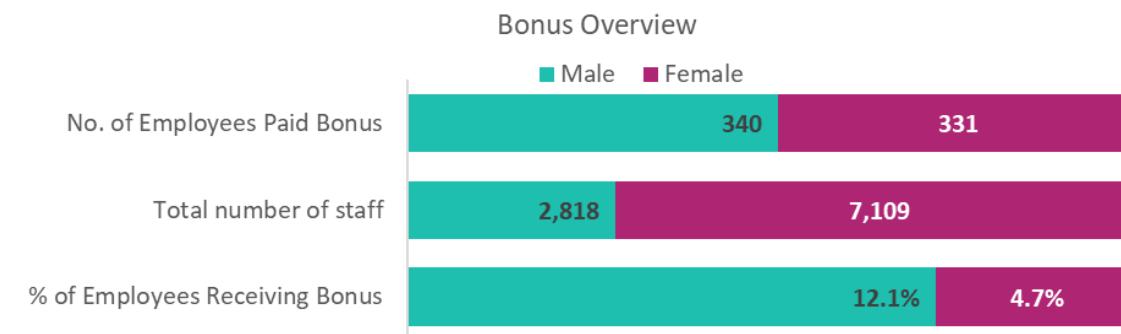
Bonus Pay - Mean and Median Gap



St George's University Hospital

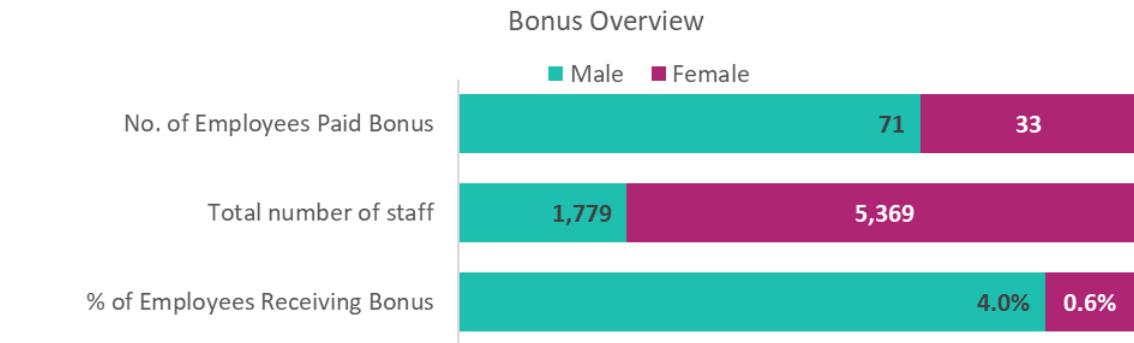


Epsom and St Helier Hospital



671 members of staff received a bonus this reporting period. On the 671, 331 were female, which is 5% of the female workforce and 340 were male, which is 12% of the male workforce. For LY, 177 members of staff received a bonus, which was 1% of the female workforce and 4% of the male workforce.

The mean bonus pay for males is £3,500.08 higher than that of females, which is a gap of **32.1%**. This reduced from a gap of £4,717.65 in 2022. Male and female median bonus pay was the same at £7694.03, so there is no pay gap.



Bonus pay are mainly the CEA payments to consultants. In 2022/23, 104 members of staff received a bonus this reporting period (down from 107 previous year). Of those, 33 were female, which is 0.6% of the female workforce and 71 were male, which is 4% of the male workforce.

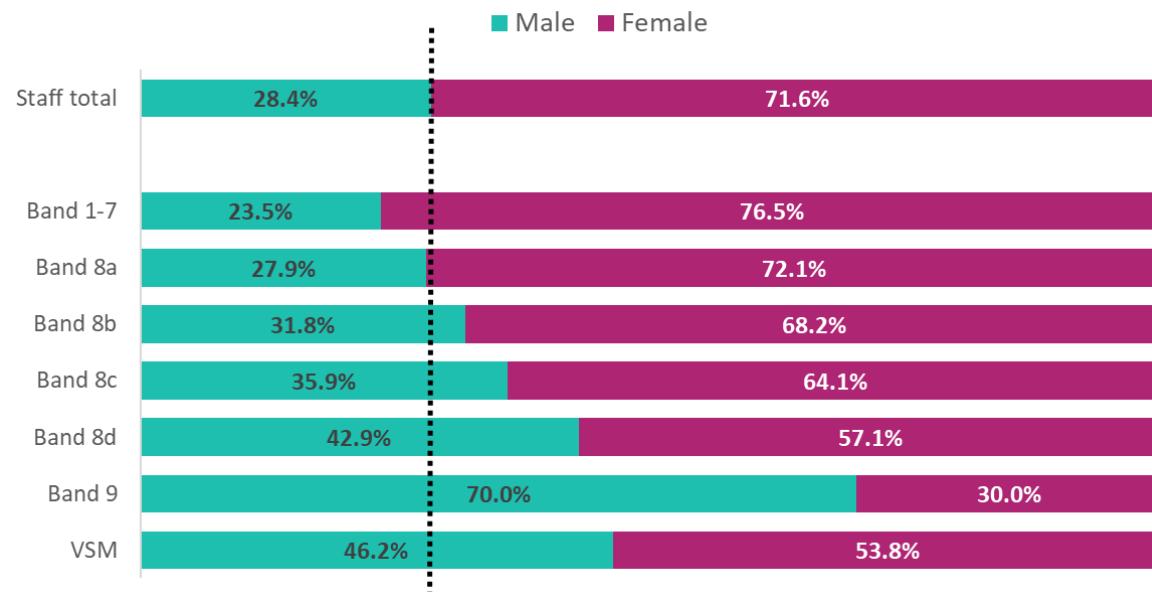
Mean pay gap is £2,291.05 (18.7%) and median pay gap is £1,974.86 (21.8%) both in favour of male staff.

Gender Pay Gap

Spotlight on Senior AFC Staff



St George's University Hospital



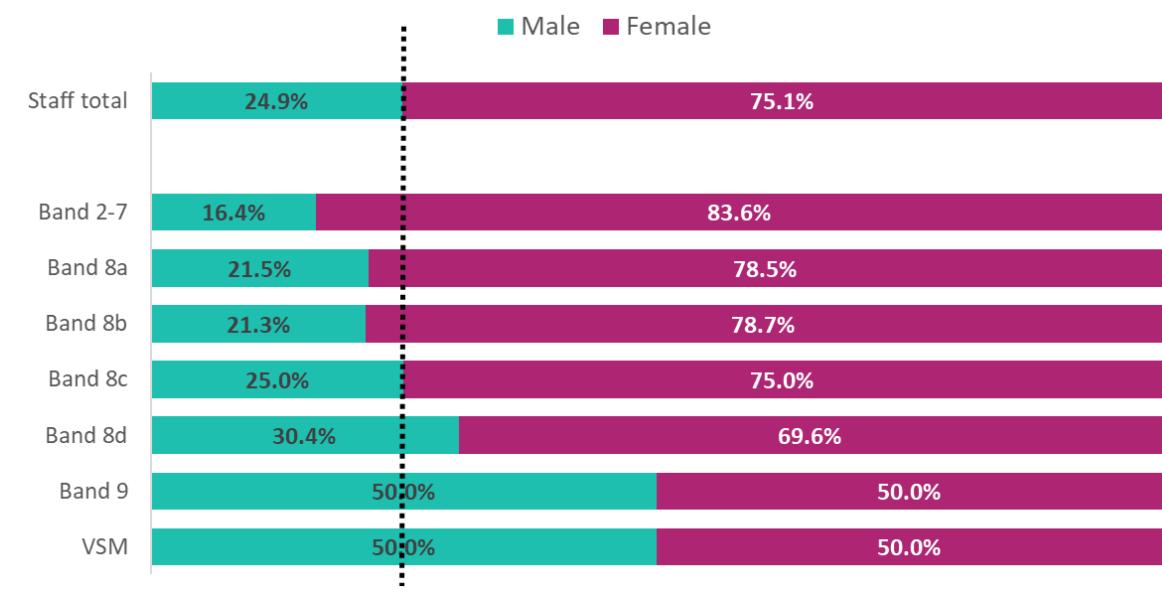
As an organisation, female staff make up 72% of the STG workforce. The workforce composition is representative at Bands 2, 3, 4, 8a and 8b.

There is an over representation of female staff at bands 5-7 (78-82%).

From Band 8c and above female representation reduces and we see a higher proportion of male staff. Female representation is lowest at Band 9 at 30%.

Male staff make up 28% of the STG workforce overall, the highest representation is 70% at Band 9, followed by 46% at VSM.

Epsom and St Helier Hospital



Female staff make up 75% of the ESTH workforce.

Through Bands 2 – Bands 8b we see an over representation of female staff, between 78% - 84%.

From Band 8d and above female representation starts dropping, and higher the banding the lower female representation.

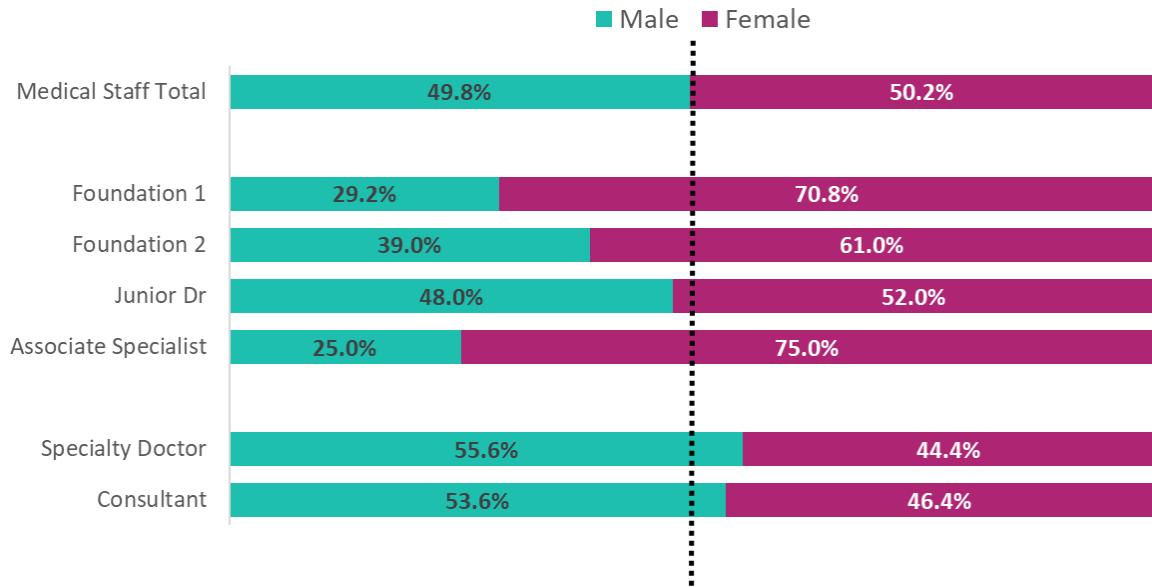
Male staff make up 25% of the ESTH workforce overall but as much as 50% of the most senior AFC positions (Band 9 and VSM).

Gender Pay Gap

Spotlight on Medical Staff



St George's University Hospital

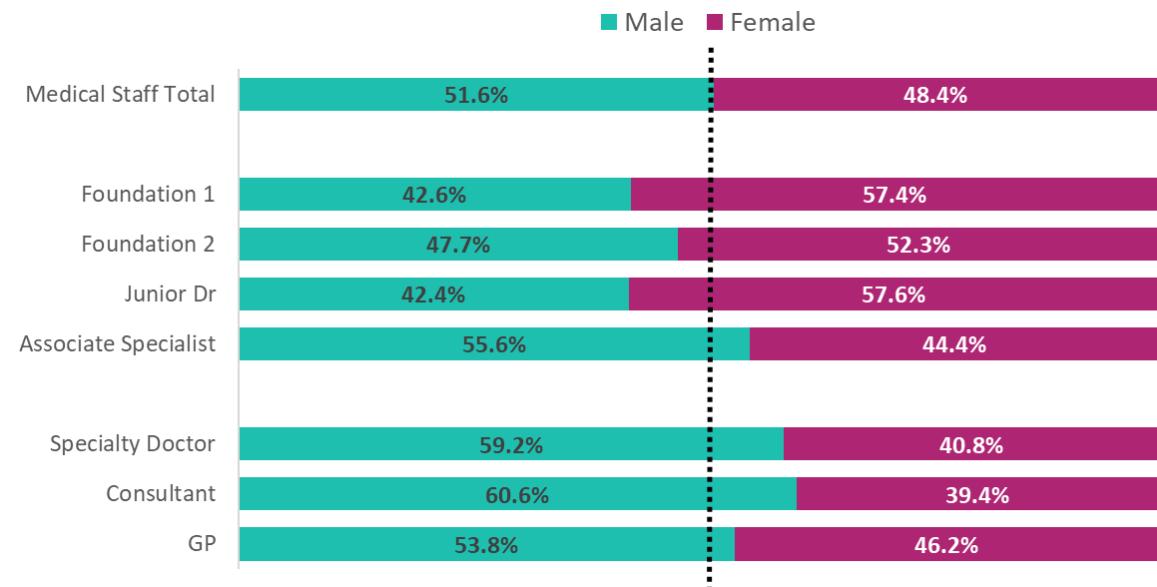


The Medical Staff group includes all 'Doctor in Training' through to 'Consultant' roles and features the biggest gap in hourly pay, and as with previous years it is this pay gap that is the most significant. The pay gap for the Doctor in Training roles has decreased from 11.29% in 2021/22 to 7.21% in 2022/23.

The pay gap for Medical Staff, as a whole, is 8% (down from 9.83% last year) - males get paid on average £3.45p/h more than females. The proportion of male to female staff is 49.81% to 50.19%.

Male consultants were paid, on average, £2.21 p/h more than their female counterparts in 2022/23, this has decreased from £2.36 p/h in the previous reporting year (2021/22).

Epsom and St Helier Hospital



The Medical Staff group includes all 'Doctor in Training' through to 'Consultant' roles and features a large gap in hourly pay, and as with previous years it is this pay gap that is the most significant. The pay gap for the Doctor in Training roles has decreased from 1.45% in 2021/22 to 0.62% in 2022/23.

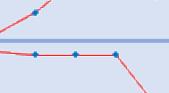
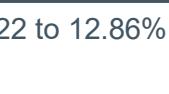
The pay gap for Medical Staff, as a whole, is 10.88% (slightly up from 10.64% last year) - males get paid on average £4.48p/h more than females (an increase from £4.25p/h last year). The proportion of male to female staff is 51.59% to 48.41%.

Male consultants were paid, on average, £1.99 p/h more than their female counterparts in 2022/23, this has increased from £0.42 p/h in the previous reporting year (2021/22)..

Gender Pay Gap

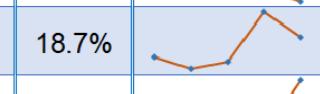
Trend 2019 - 2023

St George's University Hospital

	2019	2020	2021	2022	2023	Line trend
Mean Pay Gap	14.83%	13.71%	14.83%	14.59%	12.86%	
Median Pay Gap	7.85%	9.49%	7.94%	9.51%	10.02%	
Mean Bonus Pay Gap	25.40%	29.23%	35.10%	34.17%	32.10%	
Median Bonus Pay Gap	36.11%	33.33%	33.33%	33.33%	0.00%	
% males getting bonus	4.83%	5.03%	4.57%	4.00%	12.07%	
% females getting bonus	1.15%	1.33%	1.07%	0.94%	4.66%	

- The mean pay gap reduced year on year since 2021, from 14.59% in 2022 to 12.86% in 2023
- The median pay gap has increased from 9.51% to 10.02%.
- The mean bonus gap has reduced year on year, from 34.17% to 32.10%.
- The median bonus gap remained static between 2020-22, reducing this year to 0%. This is due to an increase in CEA paid in 2023.
- The % of males and females receiving a bonus increased significantly in 2023 due to clearing overdue CEA from previous years.
- The % of males receiving bonuses in 2023 is significantly higher than females.

Epsom and St Helier Hospital

	2019	2020	2021	2022	2023	Trend
Mean Pay Gap	21.1%	19.5%	18.5%	14.3%	13.1%	
Median Pay Gap	12.8%	12.3%	10.4%	1.9%	-1.2%	
Mean Bonus Pay Gap	16.5%	15.2%	16.1%	21.6%	18.7%	
Median Bonus Pay Gap	0.0%	0.0%	0.0%	1.3%	21.8%	
% males getting bonus	4.8%	5.9%	5.3%	4.2%	4.0%	
% females getting bonus	0.8%	0.9%	0.7%	0.6%	0.6%	

- The mean pay gap has been reducing year on year
- The median pay gap has dropped in 2022 when a large group of locally paid facilities staff were transferred into the Trust.
- The mean bonus gap dropped in 2023 but still at 18.7%
- Significant increase in the median bonus gap indicates that the higher bonus pay for male staff is not restricted to a handful of outliers
- The number of Male staff being paid bonus is 6 times higher than female staff. Bonus pay has been decreasing in the last 4 years for both male and female.

(Note: historical data could have changed slightly from the previously published data due to validation, such as back dated pay awards and delay in national changes being applied).

Gender Pay Gap

Next Steps

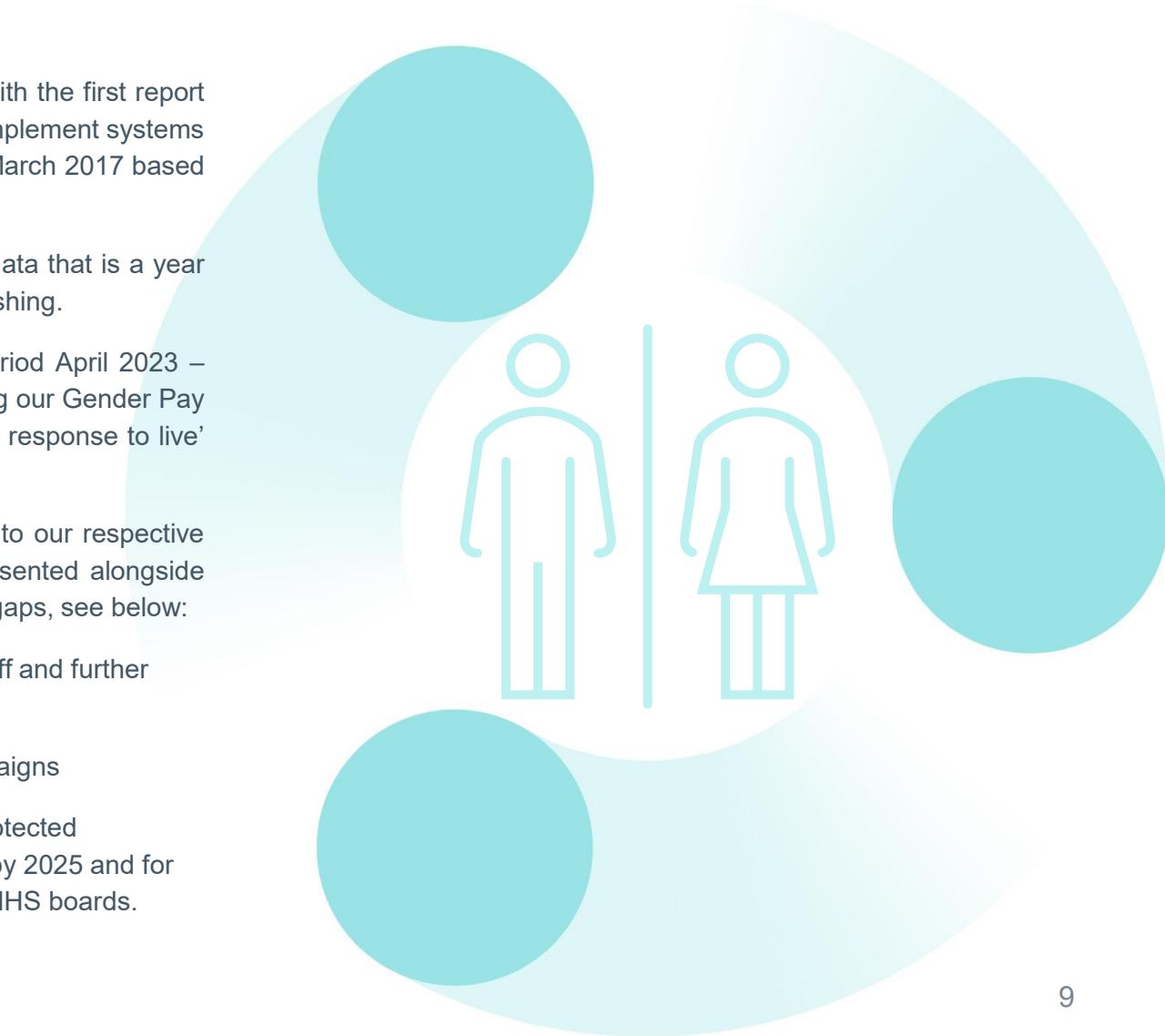
The requirement to produce a Gender Pay Gap report was introduced in March 2016, with the first report not due until the following year, March 2017. This was to allow time for organisations to implement systems to collect the required data on the GPG. Therefore, organisations published a report in March 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 2024 report - covering the period April 2023 – March 2024, in real time, shortly after the snapshot date of 31st March 2024. 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 31st 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. These reports will be presented alongside NHSE's High Impact Action Plan which includes several actions relating to reducing pay gaps, see below:

- Implement the recommendations from the Mend the Gap review for medical staff and further develop a plan for implementation for senior non-medical staff
- Implement an effective flexible working policy to be utilised in recruitment campaigns
- Analyse available data on pay gaps and implement an improvement plan by protected characteristic. Plans for race and sex should be in place by 2024, for disability by 2025 and for other protected characteristics by 2026. This will be tracked and monitored by NHS boards.



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

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 '**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
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	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
Male	Senior Staff Nurse - Critical Care	£3,105.58	£564.75	£518.03	£4,188.36	162.95	£25.70
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