



Northumberland,
Tyne and Wear
NHS Foundation Trust

Gender Pay Gap Report

2017-2018



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Introduction

Legislation has been introduced which makes it statutory for organisations with 250 or more employees to report annually on their gender pay gap.

These regulations underpin the Public Sector Equality Duty and require relevant organisations to publish their gender pay gap by 30 March 2018 (and annually thereafter), including: the mean and median gender hourly pay; the mean and median gender gaps in bonus pay; the proportion of men and women who receive bonuses; and the proportion of male and female employees in each pay quartile.

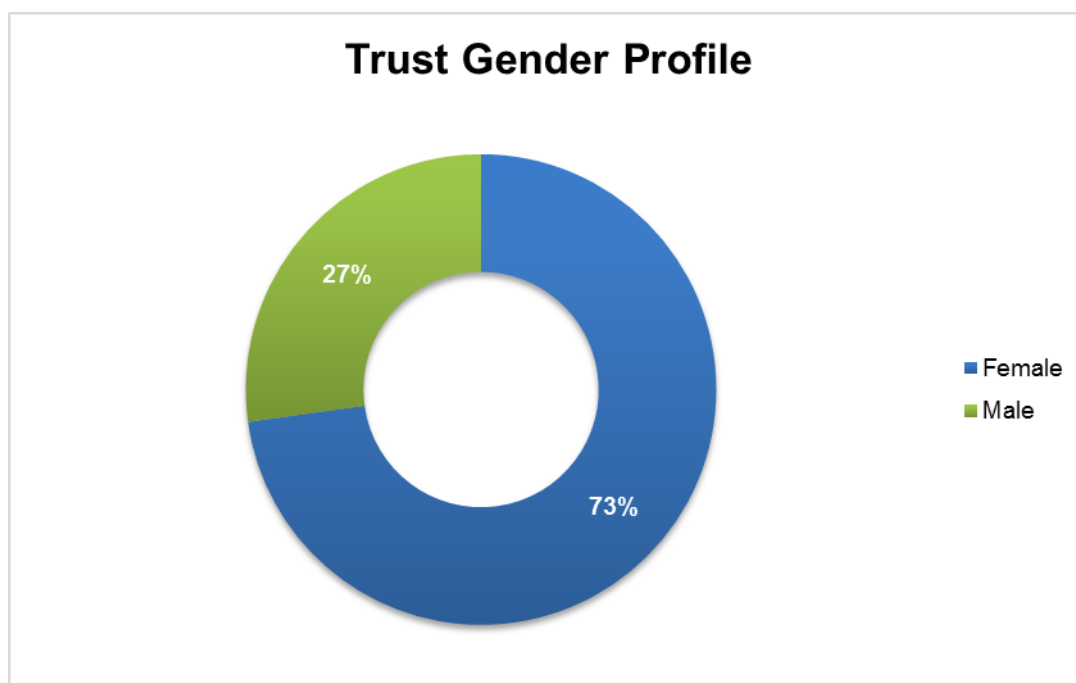
The gender pay gap shows the difference in the average pay between all men and women in the workplace. If there is a high gender pay gap, this indicates that there may be a number of issues to deal with.

The gender pay gap is different to equal pay. Equal pay deals with the pay differences between men and women who carry out the same jobs, similar jobs, or work of equal value.

Northumberland, Tyne and Wear NHS Foundation Trust supports the fair treatment and reward for all of its staff irrespective of gender. Its pay system approach is based on the principles of fairness, consistency and transparency, irrespective of gender.

This report fulfils legislative requirements and sets out what Northumberland Tyne and Wear NHS are doing to close the gender pay gap.

Gender Profile

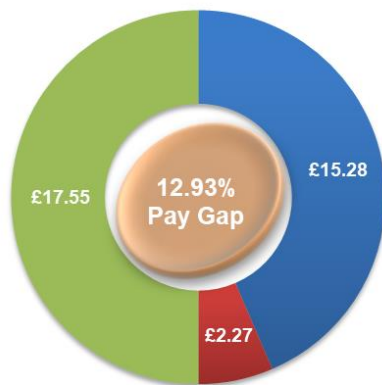


Mean and Median Pay Analysis

Gender	Mean Hourly Rate	Median Hourly Rate
Male	£ 17.55	£ 13.44
Difference	£ 2.27	£ 0.20
Female	£ 15.28	£ 13.24
Pay Gap %	12.93	1.47

As at 31 March 2018

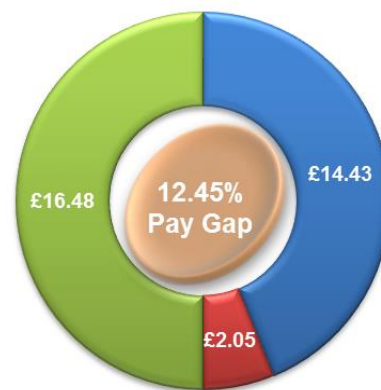
Avg. Hourly Rate



■ Female ■ Difference ■ Male

As at 31 March 2017

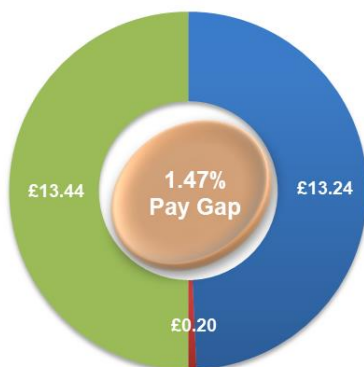
Avg. Hourly Rate



■ Female ■ Difference ■ Male

As at 31 March 2018

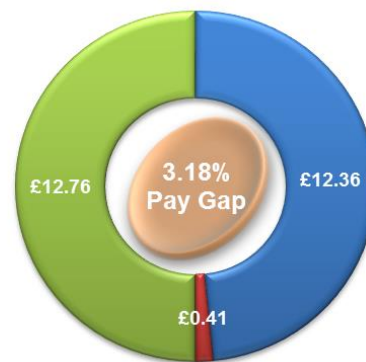
Median Hourly Rate



■ Female ■ Difference ■ Male

As at 31 March 2017

Median Hourly Rate



■ Female ■ Difference ■ Male

Northumberland, Tyne and Wear NHS uses Agenda for change pay grades and local pay scale grades for some senior staff. Each grade has a specific pay range with

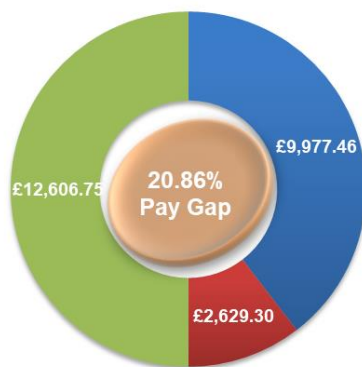
some spot salaries for senior staff. Grades vary by level of responsibility. Generally those who have spent longer in the same grade would be expected to earn more regardless of their gender. The hourly rate calculation includes: basic pay, bank work shifts, allowances (other than Clinical Excellence Awards) and bonuses.

Bonus Gender Pay Gap

Gender	Mean Bonus Pay	Median Bonus Pay
Male	£ 12,606.75	£8,370.17
Difference	£ 2,629.30	£3,523.94
Female	£ 9,977.46	£4,846.23
Pay Gap %	20.86	42.10

As at 31 March 2018

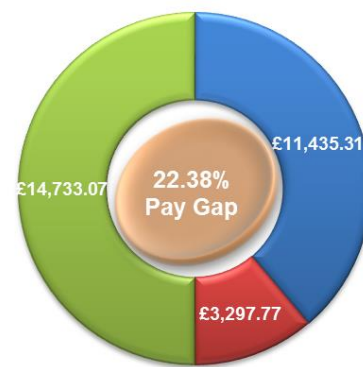
Avg. Bonus Pay



■ Female ■ Difference ■ Male

As at 31 March 2017

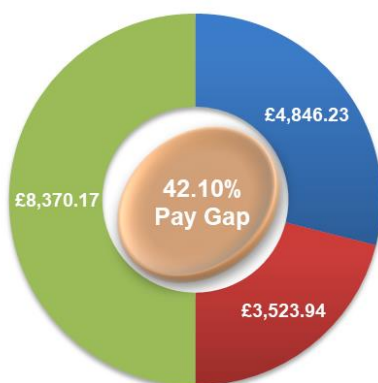
Avg. Bonus Pay



■ Female ■ Difference ■ Male

As at 31 March 2018

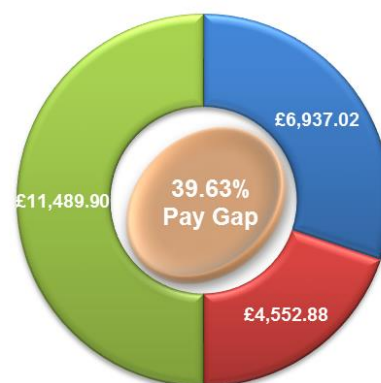
Median Bonus Pay



■ Female ■ Difference ■ Male

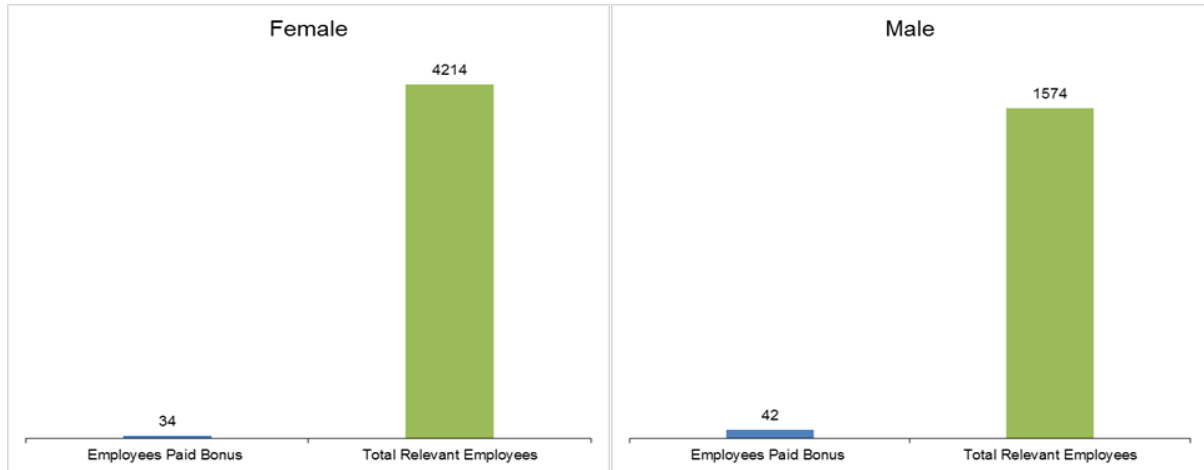
As at 31 March 2017

Median Bonus Pay



■ Female ■ Difference ■ Male

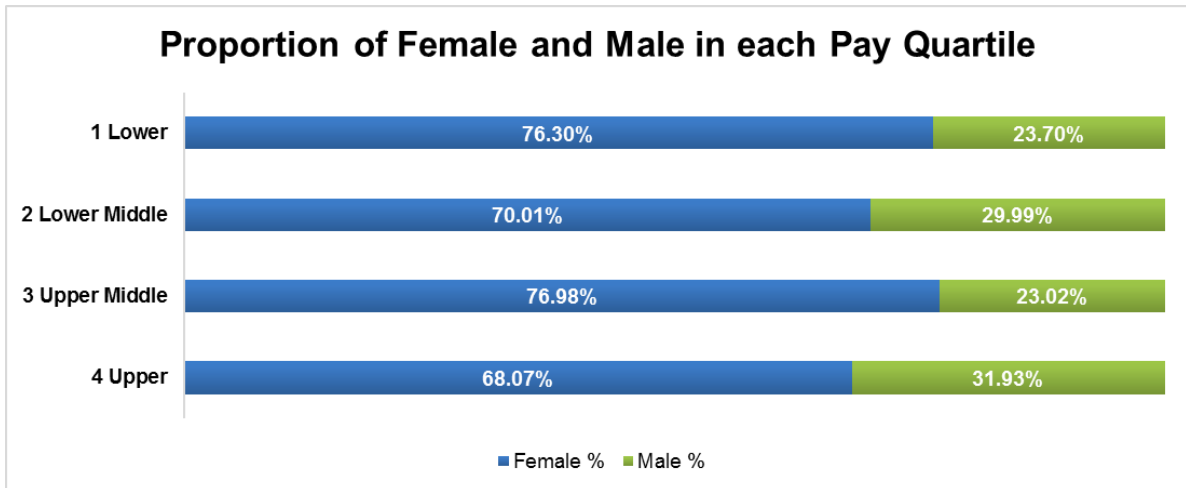
Gender	Employees Paid Bonus	Total Relevant Employees	Ratio
Female	34	4214	0.81%
Male	42	1574	2.67%
Grand Total	76	5788	1.31%



For the purposes of this calculation bonus payment means Clinical Excellence Awards. Applications for the awards are voluntary and eligibility depends on application rather than by gender. Applications for the period came predominantly from males.

Proportion of male and female in each pay quartile

Quartile	Female	Male	Female %	Male %
1 Lower	1104.00	343.00	76.30%	23.70%
2 Lower Middle	1013.00	434.00	70.01%	29.99%
3 Upper Middle	1097.00	328.00	76.98%	23.02%
4 Upper	1000.00	469.00	68.07%	31.93%



Although 73% of our staff are female the pay gap is partly a consequence of a high proportion of females occupying more junior roles.

Summary information

Gender split is 73% female, 27% male

1,267 females work part time compared with 213 males (part time salary is used in the calculations).

There are more females than males in band 2 and 3 positions

More females in senior posts 8a/b/c

More males in 8d and 9

1,210 females have salary sacrifice scheme compared to 458 males. This impacts on salary used in calculations.

42 males compared to 34 females receiving Clinical Excellence Awards. More males receiving larger amounts.

Actions to remove the gender pay gap

Northumberland, Tyne and Wear NHS Foundation Trust is committed to addressing the gender pay gap and is undertaking a range of actions to reduce this:

- Continue to review our in-house processes and ensure a gender balance on interview panels.
- Actively support women returning to work following maternity or adoption leave.
- Ensure that women have the opportunity and support to develop their careers.
- Design every job as flexible by default.
- Actively encourage, support female doctors with the application for Clinical Excellence Awards.

- Network group to consider proactive work around gender issues.
- As a Trust we have signed up to the Equality and Human Rights Commission's "Working Forward" campaign to support pregnant women and new parents. Staff will be able to access the support and resources provided by the campaign.

Northumberland, Tyne and Wear NHS Foundation Trust can confirm that our data has been calculated nationally via the NHs Employee Staff Record (ESR) system according to the requirements of The Equality Act 2010 (gender Pay Gap Information) Regulations 2017.