

Gender Pay Gap Report 2018

1. Introduction

In line with the Equality Act 2010 (Gender Pay Gap Information Regulations 2017), Greater Manchester Mental Health NHS Foundation Trust has undertaken gender pay gap reporting on the snapshot date of 31 March 2017.

Gender pay reporting 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. It is unlawful to not pay equal pay because of gender.

The gender pay gap shows the difference in the average pay between all men and women in a workforce. If a workforce has a particularly high gender pay gap, this can indicate there may be a number of issues to deal with, and the individual calculations may help to identify those issues.

The Trust must publish six calculations showing:

- The average gender pay gap as a mean average
- The average gender pay gap as a median average
- The average bonus gender pay gap as a mean average
- The average bonus gender pay gap as a median average
- The proportion of males receiving a bonus payment and the proportion of females receiving a bonus payment
- The proportion of males and females in each quartile pay band

At the time the snapshot was taken the Trust had 4875 employees/workers, of which 3464 (71.06%) were female and 1411 (28.94%) were male.

The ratio of male to female staff that the Trust has is generally representative of the NHS workforce. The greatest proportion of staff at the Trust are nursing and healthcare support staff.

The majority of these staff are female and this is supported by the number of registrants with the Nursing and Midwifery Council (NMC), who in their Equality and Diversity Report 2016-2017 reported that 88.5% of the registrants were female compared to 11.5% of males.

2. NHS Pay Structure

The majority of staff at the Trust are on the national Agenda for Change Terms and Conditions of Service. The basic pay structure for these staff is across 9 pay bands

and staff are assigned to one of these on the basis of job weight as measured by the NHS Job Evaluation Scheme. Within each band there are a number of incremental pay progression points.

Medical and Dental staff have different sets of Terms and Conditions of Service, depending on seniority. However, these too are set across a number of pay scales, for basic pay, which have varying numbers of thresholds within them.

There are separate arrangements for Very Senior Managers, such as Chief Executives and Directors.

As a public sector organisation, some of the services that are provided are on a 24/7 basis and therefore staff that work unsocial hours, participate in on-call rotas and work on general public holidays will also be in receipt of enhanced pay in addition to their basic pay. This mainly applies to clinical staff who work in ward areas along with non-clinical senior managers, who participate in the Senior Manager/Executive on-call rota and non-clinical staff who provide 24/7 services such as Estates staff.

3. GMMH Workforce profile

The breakdown of the proportion of females and males in each banding is set out in the table below:

Band	Female	Male
Band 1 (LW)	66%	34%
Band 2	67%	33%
Band 3	75%	25%
Band 4	85%	15%
Band 5	73%	27%
Band 6	72%	28%
Band 7	71%	29%
Band 8 A	75%	25%
Band 8 B	66%	34%
Band 8 C	68%	32%
Band 8 D	53%	47%
Band 9	54%	46%
M&D	40%	60%
Other	80%	20%

4. Mean Gender Pay Gap

The average gender pay gap as a mean average for the Trust shows that female staff are paid 12.64% less than male staff:

Gender	Average Hourly Rate
Male	£17.11
Female	£14.95

Our analysis shows that within the Trust there are a higher number of male staff in senior medical positions compared to female staff in these roles. Of the senior medical staff (Consultants) who are in the two highest basic pay thresholds, i.e. 14 years or more completed as a Consultant, 68% are male and 32% are female.

5. Median Gender Pay Gap

The median gender pay gap for the Trust shows that female staff are paid 5.04% less than male staff:

Gender	Median Hourly Rate
Male	£14.02
Female	£13.31

The median gender pay calculation indicates that there is a difference between the median pay of the Trust's male and female staff of £0.71.

The Trust believes this figure is more representative of the gender pay gap, but acknowledges this still demonstrates there is a gap that needs to be addressed.

6. Bonus Pay

The information on gender pay gap relating to bonus payments is based on payments received by medical staff in the form of Clinical Excellence Awards. There are currently 39 medical staff in receipt of CEA, of those 13 (33.33%) are female and 26 (66.67%) are male.

6.1 Mean bonus gender pay gap

The mean bonus pay gap for the Trust shows female staff are paid 25.04% less bonus based on the mean average than male staff:

Gender	Mean Average Bonus Pay
Male	£13,839
Female	£10,374

The mean bonus pay gap indicates that there is a difference of £3,465 per annum for female staff in receipt of a Clinical Excellence Award than male staff.

6.2 Median Bonus Gender Pay Gap

The median bonus pay gap for the Trust shows female staff are paid 64% less bonus based on the median than male staff:

Gender	Median Average Bonus Pay
Male	£11,054
Female	£3,979

The median bonus pay gap indicates that there is a difference of £7,074 per annum for female staff in receipt of a Clinical Excellence Award than male staff.

The information demonstrates a significant difference in the median pay gap between female and male doctors.

7. Proportion of Males and Females in Each Quartile Pay Band

The following table sets out the gender profile of staff within each quartile pay band. The quartiles are based on the following salary points:

- Lower - Band 1 to Mid Point Band 3
- Lower Middle - Mid Point Band 3 – Mid Point Band 5
- Upper Middle - Mid Point Band 5 – Mid Point Band 7
- Upper - Mid Point Band 7 – Doctors/Consultants/Very Senior Managers

Quartile	Female %	Male %
Lower	75.64	24.36
Lower Middle	70.08	29.92
Upper Middle	73.80	26.20
Upper	65.15	34.85

This data shows there is a lower proportion of female staff in the Upper quartile pay bands compared to female staff in the other quartile

8. Pay Gap Comparison

The mean gender pay gap for the whole of the public sector economy according to the October 2017 Office for National Statistics Annual Survey of hours and earnings figures is 17.7%. At 12.64% the Trust mean gender pay gap is below that of the wider public sector.

9. Conclusion

The gender pay gap information demonstrates there is a much lower proportion of male staff working in the organisation compared to female staff. There is a lower proportion of female staff in the Upper quartile pay bands compared to the proportion of female staff in the other three pay bands.

The Trust acknowledges that there could be greater female representation in its senior medical roles. Strategies to address the gender profile of the medical workforce is a longer term action as the current consultant workforce has a greater proportion of males to females across the NHS, which limits the pool of available applicants to these types of roles.

Likewise the Trust acknowledges that there could be greater male representation in less senior roles, both clinical and non-clinical. Again, strategies to address the gender profile of the NHS workforce is a longer term action as there are currently less males within the nursing workforce nationally.

The Trust has a robust recruitment process that has equality and diversity embedded into its processes. The Trust will continue to recruit in a non-gender biased manner to ensure that adverts and applicants are recruited in a fair, open and transparent way.

10. Reducing the Gender Pay Gap

The Trust is committed to ensuring the workforce is paid equitably and we will continue to work towards achieving gender pay parity.

We will take the following action to start to address the gender pay gap:

- Promote mental health career opportunities to schools and colleges with a particular emphasis on attracting and encouraging males into the workforce
- Target leadership opportunities with a focus on gender and develop further our talent management strategy
- Aim to maintain equal gender representation at board level
- Promote diversity and encourage applications for Clinical Excellence Awards from all groups
- Promote flexible working opportunities and raise awareness of parental leave entitlements.