



Gender Pay Gap Report 2019

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 31st March 2018.

The GMMH Workforce and OD Strategy outlines our ambition to create an inclusive environment which embraces diversity. The Gender Pay Gap Report provides us with invaluable intelligence which will enable us to move towards this ambition.

Gender Pay Gap Information Regulations require 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 of the report (31st March 2018) the Trust had 5024 employees/workers, of which 3,607 (71.8%) were female and 1417 (28.2%) were male.

The ratio of male to female staff that the Trust employs 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 2017-2018 reported that 89.3% of the registrants were female compared to 10.7 % 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:

Gender		
Band	Female	Male
Band 1	66%	34%
Band 2	66%	34%
Band 3	74%	26%
Band 4	84%	16%
Band 5	75%	25%
Band 6	72%	28%
Band 7	72%	28%
Band 8a	78%	22%
Band 8b	63%	37%
Band 8c	74%	26%
Band 8d	64%	36%
Band 9	100%	0%
Ad Hoc	65%	35%
Medical & Dental	43%	57%

4. Mean Gender Pay Gap

The average gender pay gap as a mean average for the Trust shows that female staff are paid 11.91% less than male staff:

Gender	Average Hourly Rate
Male	£17.31
Female	£15.25

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, 60% are male and 40% are female.

5. Median Gender Pay Gap

The median gender pay gap for the Trust shows that female staff are paid 4.61% less than male staff.

Gender	Average Hourly Rate
Male	£14.24
Female	£13.58

The median gender pay calculation indicates that there is a difference between the median pay of the Trust's male and female staff of £0.66.

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. As at 31st March 2018 there were 37 medical staff in receipt of CEA, of those 13 (33.33%) were female and 24 (64.86%) were male.

6.1 Mean bonus gender pay gap

The mean bonus pay gap for the Trust shows that female staff are paid more favourably than male staff based on the mean average (-1.74%).

Gender	Mean Average Bonus Pay
Male	£10,052
Female	£10,227

The mean bonus pay gap indicates that there is a difference of £175 per annum for male staff in receipt of a Clinical Excellence Award than female staff.

6.2 Median bonus gender pay gap

The median bonus pay gap for the Trust shows female staff are paid 33.33% less bonus based on the median average than male staff:

Gender	Median Average Bonus Pay
Male	£9,040.50
Female	£6,027.04

The median bonus pay gap indicates that there is a difference of £3,013 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

Quartiles	Female %	Male %
Lower	76.59	23.41
Lower Middle	70.41	29.59
Upper	67.27	32.73

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

8. Conclusion

The Trust has made progress with regard to reducing the gender pay gap compared to the figures presented in the first Gender Pay Report in 2018. Positive pro-active work was undertaken with female Consultants during 2018 to encourage a higher application of Clinical Excellence Awards and this has impacted positively in the creation of an overall reduction in the pay gap reported.

Appendix 1 provides a comparison between March 2018 and March 2017 figures.

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 figure is 17.7%. At 11.91% the Trust mean gender pay gap is below that of the wider public sector.

Although the Trust has made progress with regard to reducing the gender pay gap, it is acknowledged that a pay gap is still in existence and the Trust is fully committed to continue to work towards achieving gender pay parity.

9. Reducing the Gender Pay Gap Actions

Given gender pay inequality has been in existence for decades, it is acknowledged that eliminating inequality will not take place in a short time frame. It is therefore proposed to continue to embed

the actions contained within the 2018 report (summarised below) and in addition to this consult and engage the Trust's newly established Inclusive Leadership Network to explore additional areas which may be of benefit:

- 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
- Launch a targeted campaign to encourage Clinical Excellence Awards applications from all groups
- Promote flexible working opportunities and raise awareness of parental leave entitlements

Appendix 1

Mean Gender Pay Gap	
2018	2017
11.91%	12.64%

Median Gender Pay Gap	
2018	2017
4.61%	5.04%

Mean Average Bonus	
2018	2017
-1.74%	25.04%

Median Average Bonus Pay	
2018	2017
33.33%	64%