

Gender Pay Gap Report 2019

Executive Summary:

All organisations with over 250 employees are required to produce their gender pay gap data, effective on the snapshot date of 31st of March each year. This report outlines the data for University Hospital Southampton NHS Foundation Trust (UHS) for 2018, as well as providing readers with further analysis of what the data means within an organisational context.

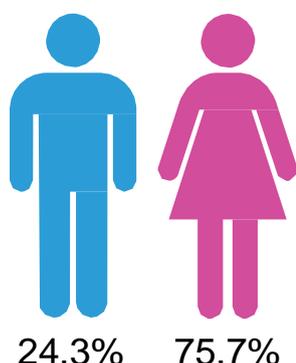
It's important to note that the pay rates for jobs are based on national terms and conditions, and an underpinning job evaluation system based on qualifications, skills competences, and the level of responsibility the post holder will have.

Organisational Context:

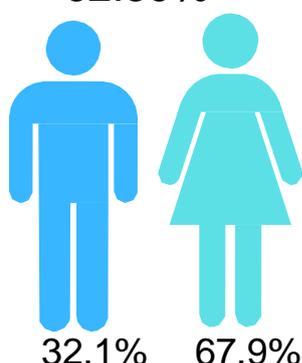
University Hospital Southampton NHS Foundation Trust provides services to some 1.9 million people living in Southampton and south Hampshire, plus specialist services such as neurosciences, cardiac services and children's intensive care to more than 3.7 million people in central southern England and the Channel Islands. The Trust is also a major centre for teaching and research in association with the University of Southampton, and partners including the Medical Research Council and Wellcome Trust.

Every year we treat around 150,000 inpatients and day patients, including 50,000 emergency admissions. We see over 624,000 people at outpatient appointments and deal with around 135,000 cases in our emergency department. We have approximately 11,000 staff working with us to provide these services. Under the requirements of the gender pay gap reporting, 10,277 staff were included in the data.

Workforce Profile



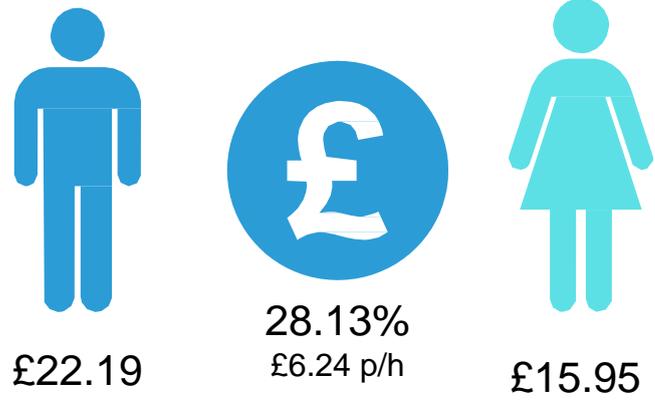
Full time staff 62.39%



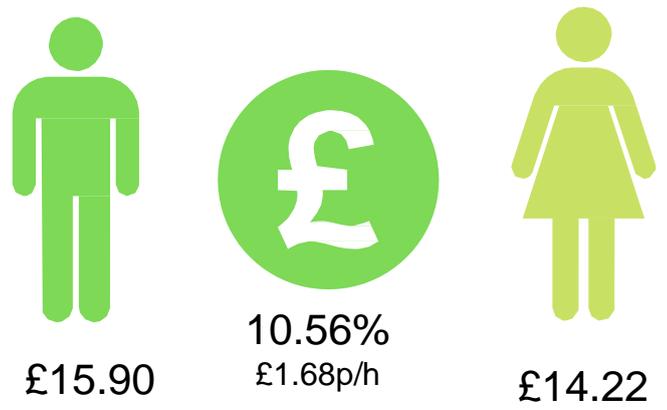
Part time staff 37.61%



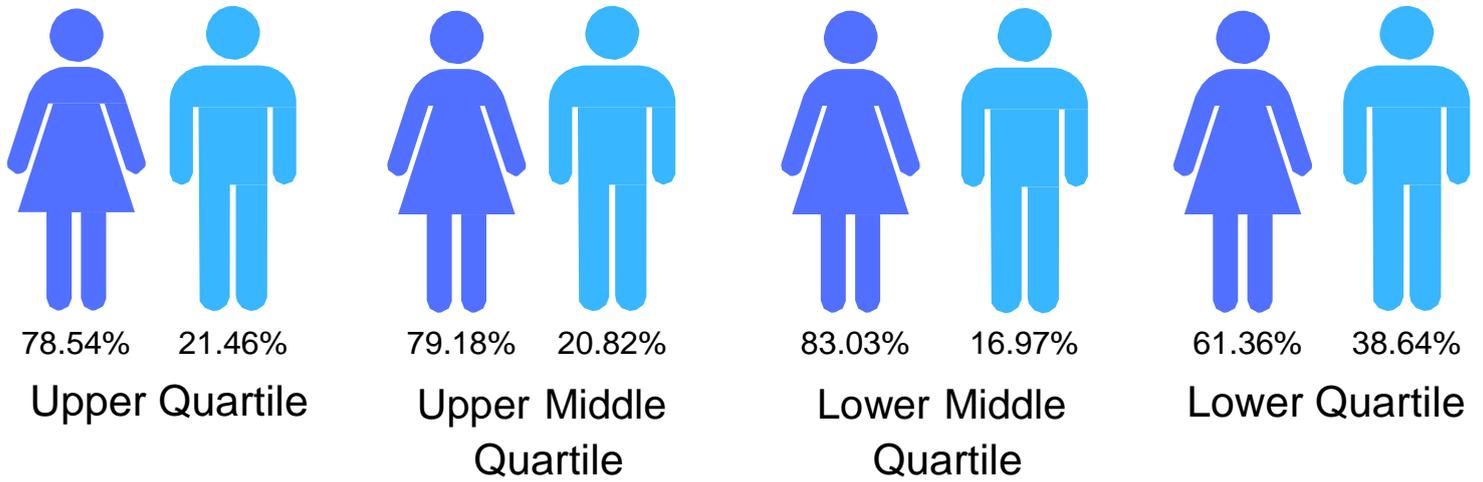
Mean Gender Pay Gap



Median Gender Pay Gap



Quartile Pay Bands



Mean Bonus Pay Gap



Median Bonus Pay Gap



Agenda for Change Analysis

The Trust reward strategy is to pay its staff in line with national terms and conditions for medical and non-medical employees. These terms and conditions are collectively bargained with the National Trade Unions representing NHS staff views. The Agenda for Change (AfC) system is used across the NHS to allocate job roles and set pay bands, using a job evaluation system. This was implemented in 2004, and is designed to ensure that the NHS can deliver fair pay for staff, based on the principle of equal pay for equal work. AfC also harmonises terms and conditions of service, including but not limited to, annual leave, working hours, sick pay and unsocial hours requirements. At UHS, AfC covers all staff groups except our medical and dental staff, and Trust Board members. AfC pay grades are divided into nine bands.

By analysing AfC staff separately from the Medical and Dental staff and Executives, UHS have a pay gap of -0.42%, with all bands except Band 1 and Band 8d weighted in favour of females.

	<i>Mean</i>				<i>Median</i>			
	Female	Male	Difference	% Gap	Female	Male	Difference	% Gap
Band 1	£8.98	£9.50	£0.52	5.47%	£8.20	£9.02	£0.82	9.09%
Band 2	£9.69	£9.61	-£0.08	-0.83%	£9.29	£9.29	£0.00	0.00%
Band 3	£9.98	£9.77	-£0.21	-2.15%	£10.15	£9.41	-£0.74	-7.86%
Band 4	£11.17	£10.89	-£0.28	-2.57%	£11.23	£10.59	-£0.64	-6.04%
Band 5	£14.45	£13.91	-£0.54	-3.88%	£14.43	£14.04	-£0.39	-2.78%
Band 6	£16.90	£15.91	-£0.99	-6.22%	£16.80	£15.68	-£1.12	-7.14%
Band 7	£19.82	£19.40	-£0.42	-2.16%	£20.12	£19.80	-£0.32	-1.62%
Band 8a	£23.02	£22.55	-£0.47	-2.08%	£23.90	£23.09	-£0.81	-3.51%
Band 8b	£28.05	£26.74	-£1.31	-4.90%	£28.98	£29.00	£0.02	0.07%
Band 8c	£33.03	£32.53	-£0.50	-1.54%	£34.21	£32.23	-£1.98	-6.14%
Band 8d	£38.95	£40.43	£1.48	3.66%	£38.71	£40.61	£1.90	4.68%
Band 9	£45.16	£41.16	-£4.00	-9.72%	£48.13	£40.77	-£7.36	-18.05%
All AfC Staff	£14.37	£14.31	-£0.06	-0.42%	£13.71	£12.84	-£0.87	-6.78%

Medical and Dental Analysis

The Medical and Dental (M&D) terms and conditions work in a similar way to AfC, providing a framework that is designed to deliver the principle for equal pay.

For medical staff in training (junior doctors), the national contract was re-negotiated in 2016.

By analysing M&D staff separately, UHS have a gender pay gap of 14.43% for medical staff. The table below shows how this pay gap changes across the grades, but is strongest within specialty doctors and consultants. These numbers include fellows, in addition to deanery trainees.

	<i>Mean</i>				<i>Median</i>			
	Female	Male	Difference	% Gap	Female	Male	Difference	% Gap
FY1	£14.04	£13.99	-£0.05	-0.36%	£14.20	£14.20	£0.00	0.00%
FY2	£16.61	£17.09	£0.48	2.81%	£15.87	£17.06	£1.19	6.98%
ST1/2	£20.37	£20.48	£0.11	0.54%	£20.35	£20.40	£0.05	0.25%
ST3+	£28.23	£28.03	-£0.20	-0.71%	£28.46	£27.75	-£0.71	-2.56%
SAS	£31.80	£38.83	£7.03	18.10%	£30.73	£39.50	£8.77	22.20%
Consultants	£46.90	£50.58	£3.68	7.28%	£44.80	£47.73	£2.93	6.14%
All medical staff	£32.39	£37.85	£5.46	14.43%	£30.49	£37.31	£6.82	18%

Historically, the trend for entrance to medical staff for training for doctors and dentists was heavily weighted towards males. This was reflective of societal trends towards the medical profession. More recently, this balance has changed, and as can be seen below, the balance of male and female towards the more junior grades is becoming much more even within UHS. As these staff move through the grades, it is expected that the gender balance at consultant grade (the highest grade) will reflect the overall gender balance.

When the Consultant staff are analysed by age banding, it becomes clear that the longer serving staff (and therefore higher paid, in line with their terms and conditions) are predominantly male. However, in line with both national and local trends towards training, staff now reaching this grade are more balanced across the genders.

Age Banding	Total	Female	Male	Female %	Male %
31-40	127	55	72	43%	57%
41-45	158	64	94	41%	59%
46-50	140	53	87	38%	62%
51-55	98	32	66	33%	67%
56+	93	15	78	16%	84%

Bonus Pay Detail

Our bonus pay reporting only includes Clinical Excellence Awards (CEA's) for our NHS consultants. UHS terms and conditions do not give provision for other forms of performance related bonus for our staff.

CEA's are used to recognise and reward those consultants who deliver excellence in innovation, research, safe and high quality care to patients, as well as to the continuous improvement of services. CEA's are awarded at both national and local level in line with national guidelines. National awards are approved by the Advisory Committee on Clinical Excellence Awards which is an advisory, non-departmental public body sponsored by the Department of Health and Social Care. National awards are reviewed for a period of up to five years.

Local awards are applied for and evaluated by each NHS Trust, and at UHS the review process is based on the national framework. UHS has a committee of 16 individuals who rank and score applications. The committee is diverse in gender and ethnicity. On average, 120 awards are made each year to consultants recognising the efforts that have been made. The criteria and scoring structure of CEA's is set out in the ACCEA guidance documents, which are available via the link below:

<https://www.gov.uk/government/organisations/advisory-committee-on-clinical-excellence-awards>

It should be noted that junior medical staff are not eligible for national and local CEA awards.

Proportion of all staff receiving a bonus payment



9.68%



1.75%

Proportion of eligible staff receiving a bonus payment



61.96%



62.10%

Trust Board

Members of the Trust Board are employed on terms and conditions agreed locally within the Trust. The majority of the terms except headline rates of pay mirror the principles of AfC. Salary is determined by a range of factors, including nationally benchmarked NHS pay rates set out by NHS Improvement (the NHS Trust performance and governance regulator), job evaluation and market forces analysis.

Our analysis does not include our non-executive directors, due to the nature of their employment terms with UHS. These are not employees of the Trust, and are not required to be included in the reporting analysis.

There are 6 members on the Trust Board, with a mean pay gap of 1.49% (median 8.44%).

Actions to address the gender pay gap:

UHS is committed to its continuing programme of equality, diversity and inclusivity. The continuing growth of females entering into the medical profession will drive a change in the overall composition of the medical workforce, and subsequently will close the gender pay gap over time.

In addition, males are under-represented in roles, such as health care assistants (paid between £17k and £18k). At present, over 84% of the individuals in these roles are female (an increase of 2% in male numbers from 2017-18).

To increase gender diversity in these roles, UHS will continue to consider how it attracts candidates, including advertising in more places that may help to engage more male applications.

In addition, UHS will continue to seek diverse talent when recruiting to senior managerial roles, to continue to provide opportunities for females to take up positions within senior management. This is already evident in the composition of the Trust's Executive Board and other senior roles.

UHS will also continue to monitor the fair distribution of local clinical excellence awards, and ensure ongoing applications from female consultants.

Contact details for further information

Steve Harris, director of human resources

Steven.Harris@uhs.nhs.uk

