

Gender Pay Gap Report

March 2019 (data extract as at 31 March 2018)

Background

Since the Equality Act 2010 (Specific Duties) Regulations 2011 (SDR) came into force on 10 September 2011, there has been a duty for public bodies with 150 or more employees to publish information on the diversity of their workforce. Although the SDR did not require mandatory GPG reporting, the Government Equalities Office (GEO) and the Equality and Human Rights Commission (EHRC) provided guidance that made it clear that employers should consider including GPG information in the data they already publish. It was evident that not all employers did this, so the government made GPG reporting mandatory by amending the SDR so that all public sector employers with more than 250 employees have to measure and publish their gender pay gaps.

Employers with 250 employees and over need to publish the following information annually for all employees who are employed under a contract of employment, a contract of apprenticeship or a contract personally to do work. This will include those under Agenda for Change terms and conditions, medical staff and very senior managers. All calculations are made relating to the pay period in which the snapshot day falls. For this second year of publication, it will be the pay period including 31 March 2018.

Employers will need to:

- calculate the hourly rate of ordinary pay relating to the pay period in which the snapshot day falls
- calculate the difference between the mean hourly rate of ordinary pay of male and female employees, and the difference between the median hourly rate of ordinary pay of male and female employees
- calculate the difference between the mean (and median) bonus pay paid to male and female employees
- calculate the proportions of male and female employees who were paid bonus pay
- calculate the proportions of male and female employees in the lower, lower middle, upper middle and upper quartile pay bands by number of employees rather than rate of pay.

Ordinary pay includes:

- basic pay
- paid leave, including annual, sick, maternity, paternity, adoption or parental leave (except where an employee is paid less than usual or nothing because of being on leave)
- area and other allowances
- shift premium pay, defined as the difference between basic pay and any higher rate paid for work during different times of the day or night
- pay for piecework.

It does not include:

- remuneration referable to overtime.
- remuneration referable to redundancy or termination of employment
- remuneration in lieu of leave
- remuneration provided otherwise than in money.

The relevant pay period means the pay period within which the snapshot date falls, which for monthly-paid staff would be the month in which the date is included.

Bonus pay relates to performance, productivity, incentive, commission or profit-sharing, but excludes:

- remuneration referable to overtime
- remuneration referable to redundancy
- remuneration referable to termination of employment.

Doctors' clinical distinction/excellence awards will be regarded as bonus pay, as well as any other payments above the level of ordinary for performance or expertise such as performance related pay for very senior managers, long service awards and others. The relevant period means the period of 12 months ending with the snapshot date.

Calculating the quartiles

Determine the hourly rate of pay and then rank the relevant employees in rank order from the lowest to the highest.

Divide those employees into four sections, each comprising an equal number of employees to determine the lower, lower middle, upper middle and upper quartile pay bands.

Show the proportion of male and female employees in each band as a percentage of the total employees in each band.

What employers need to publish

The information outlined above will need to be published within one year of the date for the 2018 snapshot (publishing deadline of 30 March 2019 for data as at 31 March 2018)

The information must be published on a website that is accessible to employees and the public free of charge. The information should remain on the website for a period of at least three years beginning with the date of publication.

In addition employers have the option to provide narrative that will help people to understand why a gender pay gap is present and what the organisation intends to do to close it.

During the first publication employers will have already registered with the Government online reporting service to submit their GPG results.

Colleagues from the Electronic Staff Record (ESR) continue to refine the tool that helps organisations nationally to calculate their GPG data.

The 2018 Gender Pay Gap (GPG) results for Derbyshire Healthcare NHS FT are detailed below:

GPG results as at 31 March 2018:

| Gender | Avg. Hourly Rate | Median Hourly Rate |
|------------------|------------------|--------------------|
| Male | 19.0004 | 16.1763 |
| Female | 15.4418 | 13.9900 |
| Difference | 3.5586 | 2.1863 |
| Pay Gap % | 18.73 | 13.52 |

| Quartile | Female | Male | Female % | Male % |
|----------|--------|--------|----------|--------|
| 1 | 560.00 | 96.00 | 85.37 | 14.63 |
| 2 | 527.00 | 129.00 | 80.34 | 19.66 |
| 3 | 531.00 | 125.00 | 80.95 | 19.05 |
| 4 | 457.00 | 200.00 | 69.56 | 30.44 |

GPG Bonus results as at 31 March 2018:

| Gender | Avg. Pay | Median Pay |
|------------------|--------------|--------------|
| Male | 9,104.90 | 4,220.38 |
| Female | 1,485.36 | 300.00 |
| Difference | 7,619.54 | 3,920.38 |
| Pay Gap % | 83.69 | 92.89 |

A comparison of 2017 v 2018 Gender Pay Gap results for Derbyshire Healthcare NHS FT are detailed below:

GPG Hourly rate comparison 31 March 2017 v 31 March 2018:

| Gender | Avg. Hourly | | Variation | Median Hourly | | Variation |
|------------------|--------------|--------------|----------------|---------------|--------------|---------------|
| | 2017 | 2018 | | 2017 | 2018 | |
| Male | 19.4423 | 19.0004 | -0.4419 | 16.6437 | 16.1763 | -0.4674 |
| Female | 15.7468 | 15.4418 | -0.3050 | 14.5556 | 13.9900 | -0.5656 |
| Difference | 3.6955 | 3.5586 | -0.1369 | 2.0881 | 2.1863 | 0.0982 |
| Pay Gap % | 19.01 | 18.73 | -0.2773 | 12.55 | 13.52 | 0.9740 |

GPG Quartile comparison 31 March 2017 v 31 March 2018:

| Quartile | 31 March 2017 | | | | 31 March 2018 | | | | Variation | | |
|----------|-------------------|--------|----------|--------|-------------------|--------|----------|--------|-----------|--------|--|
| | Female | Male | Female % | Male % | Female | Male | Female % | Male % | Female % | Male % | |
| 1 | 480.00 | 90.00 | 84.21 | 15.79 | 560.00 | 96.00 | 85.37 | 14.63 | 1.16 | -1.16 | |
| 2 | 475.00 | 110.00 | 81.20 | 18.80 | 527.00 | 129.00 | 80.34 | 19.66 | -0.86 | 0.86 | |
| 3 | 463.00 | 120.00 | 79.42 | 20.58 | 531.00 | 125.00 | 80.95 | 19.05 | 1.53 | -1.53 | |
| 4 | 409.00 | 174.00 | 70.15 | 29.85 | 457.00 | 200.00 | 69.56 | 30.44 | -0.59 | 0.59 | |
| | Total 2321 | | | | Total 2625 | | | | | | |

GPG Bonus comparison 31 March 2017 v 31 March 2018:

| Gender | Avg. Pay | | | Median Pay | | |
|------------------|--------------|--------------|--------------|--------------|--------------|-----------|
| | 2017 | 2018 | Variation | 2017 | 2018 | Variation |
| Male | 7,602.72 | 9,104.90 | 1,502.18 | 2,562.01 | 4,220.38 | 1,658.37 |
| Female | 1,137.52 | 1,485.36 | 347.84 | 300.00 | 300.00 | 0.00 |
| Difference | 6,465.20 | 7,619.54 | 1,154.34 | 2,262.01 | 3,920.38 | 1,658.37 |
| Pay Gap % | 85.04 | 83.69 | -1.35 | 88.29 | 92.89 | 4.60 |

One key difference in the figures used to calculate the 2018 GPG percentage is an increase in headcount. The increase in headcount includes more staff in post from external recruitment and the transfer and creation of the new Derbyshire Healthcare NHS FT Bank service.

Benchmarking data (available so far) from 31 March 2018:

| | Pay Gap % | |
|------------------------------------|-----------|--------|
| | Average | Median |
| Lincolnshire Partnership NHS FT | 20.0% | 20.1% |
| Leicester Partnership NHS FT | 15.4% | 6.3% |
| Nottinghamshire Healthcare NHS FT | 8.7% | 3.4% |
| Department of Health & Social Care | 11.4% | 10.5% |