

Gender Pay Gap Report

(31st March 2017 - snapshot)

SASH is covered by the Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017 which require certain activities to be undertaken to fulfil the Public Sector Equality Duty.

Following the introduction of new guidelines, employers with over 250 or more employees must publish data about their gender pay gap. This data can be published on the Trust website and / or on the government's online reporting portal. However it is a legal requirement for all relevant employers to publish the data. The data must be published by 30th March 2018, and then annually. The regulations are a key step in addressing the gender pay gap and ensuring workplaces work for everyone.

Gender pay reporting is not the same as an equal pay audit. 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 pay people unequally because they are a man or a woman. 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 what those issues are.

The gender pay gap shows the difference between the average (mean or median) earnings of men and women. This is expressed as a percentage of men's earnings (eg women earn 15% less than men). Used to its full potential, gender pay gap reporting is a valuable tool for assessing levels of equality in the workplace, female and male participation, and how effectively talent is being maximised.

2.0 SASH Gender Pay Data

2.1 Terms & Conditions of Service

All SASH staff, other than those in Executive Director roles, are paid as per nationally agreed terms and conditions of service, be these under Agenda for Change (AfC), for non-medical staff, or the Terms & Conditions of Service for NHS Doctors and Dentists, for medical staff. These terms and conditions are nationally negotiated and there is no local bargaining on basic salary or High Cost Allowance payments.

There are eleven AfC bandings and these bandings reflect the level of responsibility that staff have. Each banding has a set pay range and staff move upwards within each band on an incremental basis annually until they reach the top of the band. As such the longer period of time that someone has been in their band the more they would earn irrespective of gender.

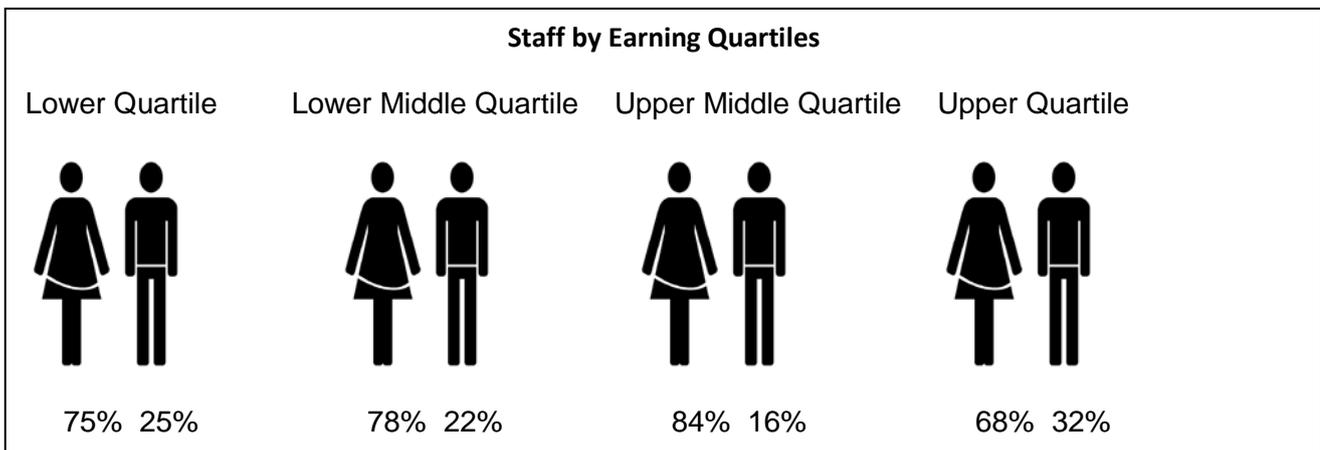
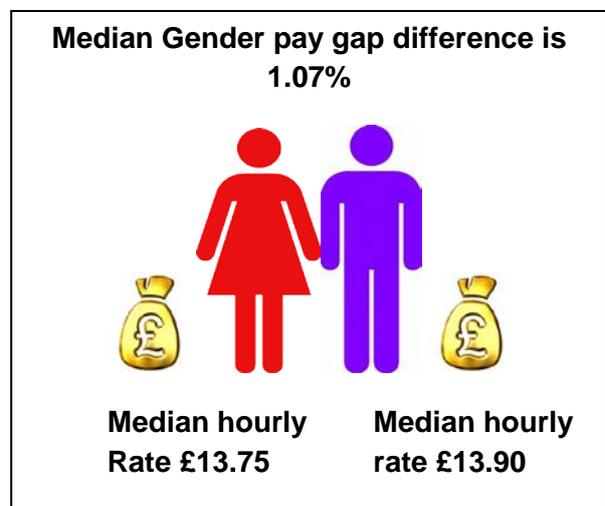
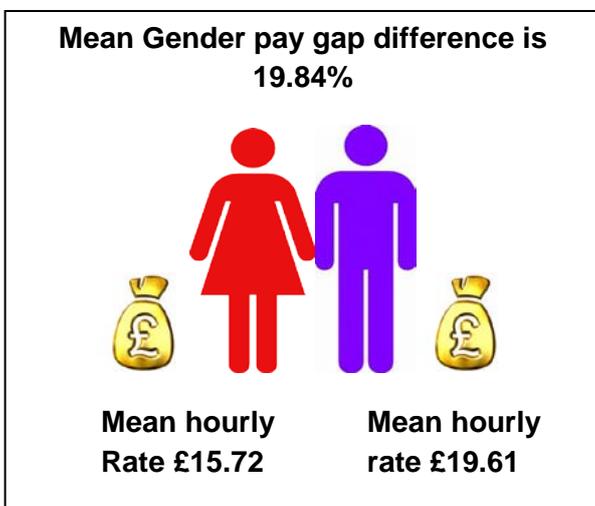
For Executive Directors, salaries are based on the NHS Improvement pay recommendations for Very Senior Managers (VSM).

3.0 Gender Pay Gap Data

The Gender pay Gap report requires employers to provide the following data:

- Average gender pay gap as a mean average
- Average gender pay gap as a median average
- Average bonus gender pay gap as a mean average
- Average bonus gender pay gap as a median average
- Proportion of males receiving a bonus payment and proportion of females receiving a bonus payment
- Proportion of males and females when divided into four groups ordered from lowest to highest pay

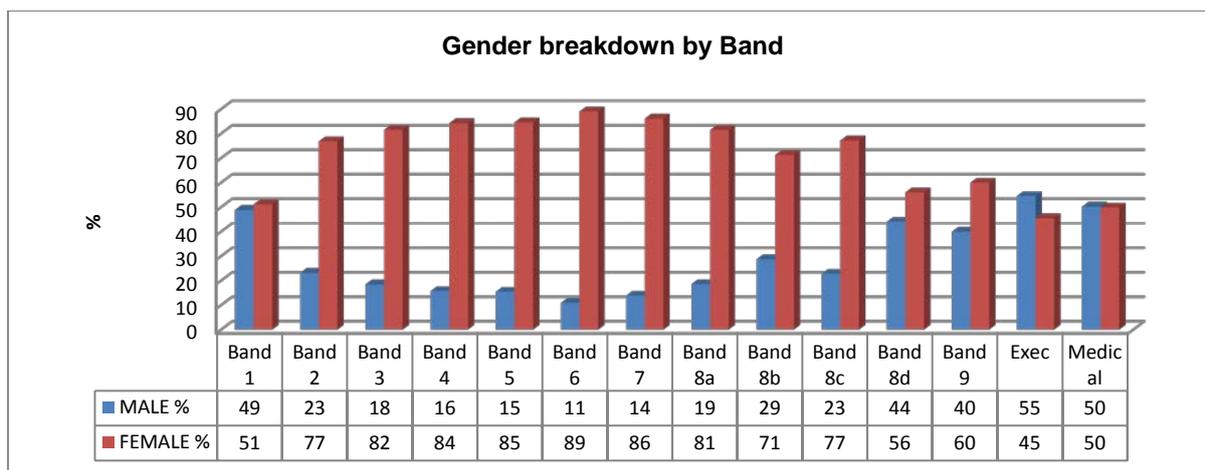
3.1 Surrey & Sussex Healthcare NHS Data



The lower quartile represents the lowest salaries in the Trust and the upper quartile represents the highest salaries. The Trust employs more women than men in every quartile. The figures are rounded to the nearest decimal point.

3.2 Gender Split by Agenda for Change Band

The chart below shows the proportion of females and males in each Agenda for Change banding, included in this snapshot:



Mean Hourly rate	Male	Female	Diff %
AFC	£13.66	£14.60	-6.88
Medical	£32.33	£26.15	19.12

Median Hourly rate	Male	Female	Diff %
AFC	£11.76	£13.27	-12.84
Medical	£33.64	£25.77	23.39

3.3 Clinical Excellence Awards

Under the national Medical & Dental terms and conditions, Consultant staff are eligible to apply for Clinical Excellence Awards (CEA). This recognises and rewards individuals who demonstrate achievements in developing and delivering high quality patient care over and above the standard expected of their role, with a commitment to the continuous improvement of the NHS. These awards are determined locally, following a nationally agreed process, by a panel made up of members of the Consultant body, Local Negotiating Committee members, the Trust Chief Executive and Medical Director. Overall there were 161 SASH Consultants who were eligible in 2016/17 to apply for a CEA.

Proportion of eligible Consultants receiving a CEA



Eligible = 59
Awarded = 35 (21%)



Eligible = 102
Awarded = 71 (44%)

Mean Bonus Payment difference is
29.45%



Mean Payment Mean payment
£9,154.06 £12,974.65

Median Bonus Payment difference is
36.36%



Median Payment Median payment
£6,012.66 £9,448.41

3.4 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 (ONS) Annual Survey of Hours and Earnings (ASHE) figures) is 17.7%.

At SASH the figure is 19.84% - this means the Trust's mean gender pay gap is above that for the wider public sector. This is reflective of the wider UK healthcare economy. Traditionally the NHS has had a higher female workforce working in more traditional caring roles which tend to be banded at lower bands.

4.0 Benchmarking

Given this is the first year of the requirement to report on the gender pay gap, national and sector benchmarking is still being undertaken.

However from data produced in People Management magazine, (which is produced by the CIPD¹), early data from other organisations shows gaps for the following:

5.3%	-	Department for Work & Pensions
16.9%	-	Department for Transport
51.7%	-	easyJet

The same article recognises that “the number of employees in each pay quartile of base pay by sector reveals that women are over-represented in lower paid roles in financial services, while health has more even representation”.

5.0 Reducing the Gender Pay Gap

The Trust is committed to ensuring an equitable workforce and we will continue to work towards achieving the following actions:

- The Trust is committed to ensuring all staff are treated in a fair and equitable manner. We have developed an Inclusion Strategy to support this objective.
- Where we recognise any inequality, we will ensure this is reviewed and actions are put in place to mitigate this.
- As part of our wider recruitment and retention strategy we are keen to introduce ideas to support all of our workforce be that through the development of policies and procedures, introduction of schemes that support flexible working, opportunities for career progression, etc.
- We will continue to ensure that through robust job evaluation all roles are reviewed and banded accordingly, and that through a formal talent management and succession planning programme, there will be equal opportunity for all staff to develop their careers.

¹ Chartered Institute of Personnel and Development

- Continue to offer support to Consultants to encourage CEA applications from across the whole consultant workforce.
- We will continue to monitor and report on any pay differentials, particularly for those staff in part time roles, as required.

Mark Preston

Director of Organisation Development & People