

# Gender Pay Gap Report

(31<sup>st</sup> March 2018 - snapshot)

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## 1. Introduction

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.

Gender pay gap reporting came into effect from 6<sup>th</sup> April 2017, with the data being published from April 2018. It is a legal requirement that all organisations with over 250 or more employees publish data about their gender pay gap on an annual basis. As well as reporting via the government's online reporting portal, SASH also publish this data on their website.

It is important to note that 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. 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 twelve AfC bandings (from Band 1 to band 9), 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.

The AfC terms and conditions of service have been renegotiated nationally and the new Ts&Cs were implemented with effect from 1<sup>st</sup> April 2018 – this is part of a three year deal.

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

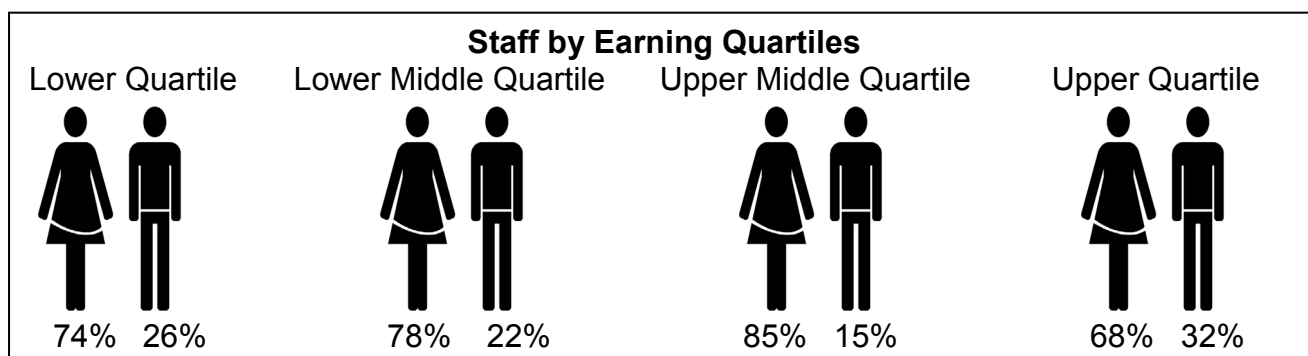
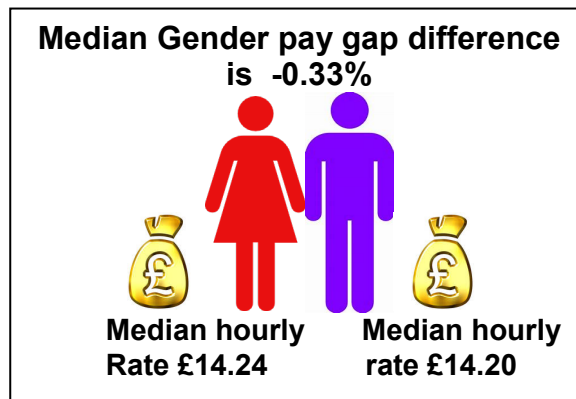
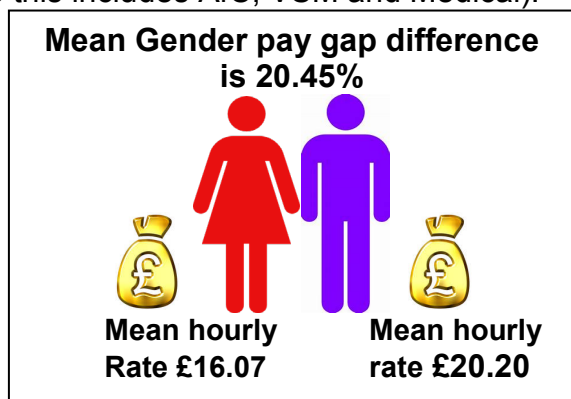
### 3. Gender Pay Gap Data

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 Trust – 2018 Data

The data below sets out the difference in mean and median pay for all staff regardless of pay band (ie this includes AfC, VSM and Medical):



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.

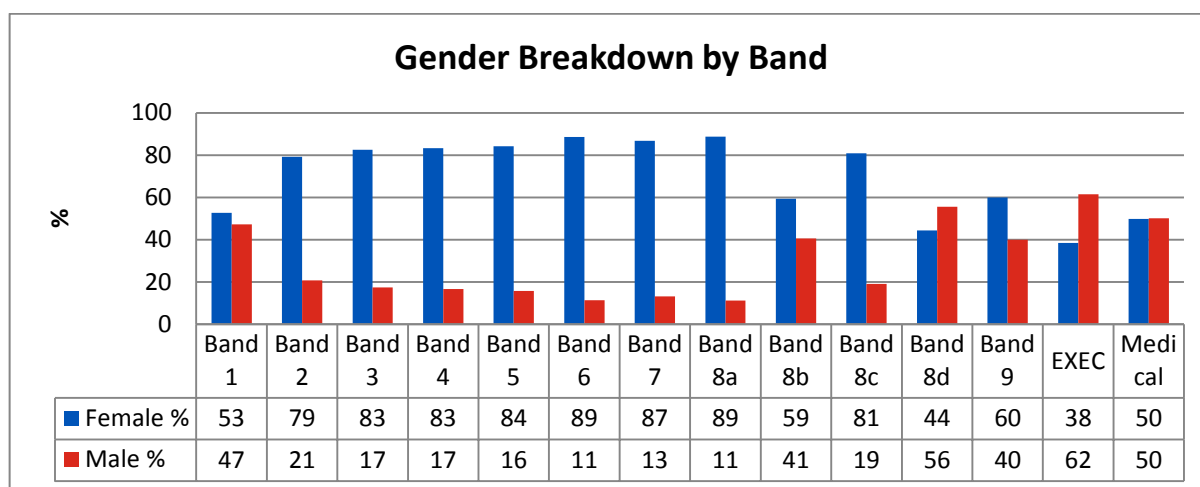
The data in the following tables shows the difference between pay for staff on AfC pay-scales and medical pay-scales for 2018:

Mean Hourly rate	Male	Female	Diff %
AfC	£13.82	£14.94	-8%
Medical	£34.52	£27.76	20%

Median Hourly rate	Male	Female	Diff %
AfC	£11.83	£13.63	-15%
Medical	£34.68	£26.47	24%

### 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:



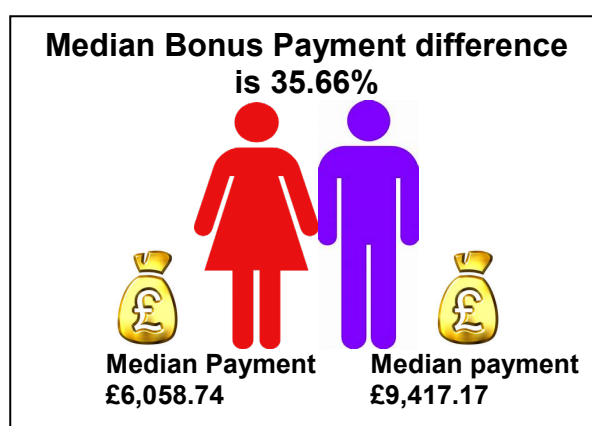
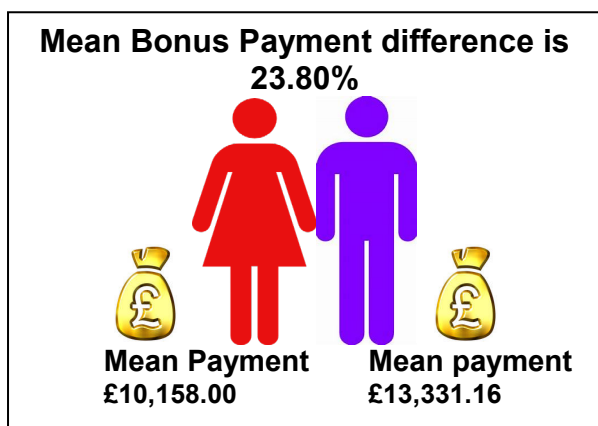
### 3.3 Clinical Excellence Awards

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 174 SASH Consultants who were eligible in 2017/18 to apply for a CEA.

**Proportion of eligible Consultants receiving a CEA**

Eligible = 67  
Awarded = 38 (56%)

Eligible = 107  
Awarded = 76 (71%)



**4. Comparison with 2017 Data**

The table below highlights the changes from the data submitted for 2017 for SASH. Given that NHS pay is nationally negotiated for the majority of staff, it is unlikely significant changes will be recorded on a year on year basis. However it is important to note the positive and negative changes and understand the trend in relation to these.

	Mean Gender Pay		Median Gender Pay	
	Female	Male	Female	Male
<b>2017</b>	£15.72	£19.61	£13.75	£13.90
<b>2018</b>	£16.07	£20.20	£14.24	£14.20

All staff employed on Agenda for Change terms and conditions of service received a pay award from 1<sup>st</sup> April 2018, as part of a national agreement.

The tables below show the mean / median rate comparisons for staff paid on AfC and medical pay-scales for 2017 and 2018.

	Mean Hourly rate	Male	Female	Diff %
2018	AFC	£13.82	£14.94	-8%
2017	AFC	£13.66	£14.60	-6.88%
2018	Medical	£34.52	£27.76	20%
2017	Medical	£32.33	£26.15	19.12

	Median Hourly rate	Male	Female	Diff %
2018	AFC	£11.83	£13.63	-15%
2017	AFC	£11.76	£13.27	-12.84%
2018	Medical	£34.68	£26.47	24%
2017	Medical	£33.64	£25.77	23.39

## 5. What does it mean

As outlined above the legal requirement is for organisations to report gender pay by mean and median. The mean is calculated by adding up all of the salaries of the employees and dividing by the number of employees. The mean figure may be misleading where an organisation employs a smaller number of highly paid employees.

The median is the number in the middle of a range when all employees' salaries are ranked from highest to lowest – this makes it more representative and demonstrates where there are a lot of variations in pay.

### 5.1 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.
- 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**

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