

## Gender Pay Gap Reporting – Results for 2021/2022

In order to meet its obligations under the Equality Act 2010, Specific Duties and Public Authorities Regulations 2017, Wiltshire Health and Care is required to publish the Gender Pay Gap Analysis and background information.

The Gender Pay Gap Analysis applied six standard measures which are:

- The mean gender pay gap.
- The median gender pay gap.
- The mean bonus gender pay gap.
- The median bonus gender pay gap.
- The proportion of males and females receiving a bonus payment.
- The proportion of males and females in each quartile pay band.

The Gender Pay Gap Analysis for 2021-2022 uses a data 'snapshot' from the 31<sup>st</sup> March 2022, of substantive staff employed by Wiltshire Health & Care.

The total number of staff included is 1288 staff, of which 1154 (89.6%) were female and 134 (10.4%) were male.

### Gender Pay Gap

The mean<sup>1</sup> gap between male and female pay is 13.4%. This calculation demonstrates that on 31 March 2022 the average pay for females was 13.4% less per hour than the average pay for males. This is compared to a pay gap of 10.03% as of 31 March 2021.

The median<sup>2</sup> pay gap is 7.7% in favour of males. In 2021 this was 6.05%.

### Upper and Lower Quartile Gender Pay Gap

Wiltshire Health and Care is also required to report on the quartiles<sup>3</sup> of employee pay. The figures show a larger percentage of female employees than male employees in all quartiles, but in the upper quartile there is the smallest difference. The quartile with the largest proportion of males is the upper quartile. The quartile with the largest proportion of females is the lower quartile. This is consistent with 2020/21 data.

### Bonus Pay Gender Pay Gap

There is a large difference between male and female for mean bonus pay (53.6% in favour of males). Due to the small number of males receiving bonus pay in 20/21, there is an impact on the proportionate pay between male and female employees.

For WHC, bonus payments received in 21/22 were for retention and retirement purposes only.

## A. Detailed Analysis

### 1. What is the pay gap report?

Gender pay gap reporting legislation requires employers with 250 or more employees to publish statutory calculations every year which illustrate what the pay gap is between their male and female employees. In this

<sup>1</sup> the mean refers to the average of a set of values

<sup>2</sup> the middle value in a list ordered from smallest to largest

<sup>3</sup> employees are first listed by hourly rate and then split into 4 equal groups

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report the data is taken from Employee Staff Record (ESR) with a data date of 31st March 2022, and this will be published on the WHC external website.

Gender pay reporting is different to equal pay. Equal pay deals with the pay differences between men and women who carry out the same or 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 all 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 (for example, albeit that there is no evidence of this occurring within Wiltshire Health and Care, a bias towards recruiting males into senior clinical roles), and the individual calculations may help to identify those issues.

## 2. NHS Pay Structure

All staff are engaged on NHS terms and conditions. The majority of staff are engaged on the national Agenda for Change Terms and Conditions of Service which uses 9 pay bands and staff are assigned to one of these on the basis of the NHS Job Evaluation Scheme. Within each band there are several incremental pay progression points<sup>4</sup>. Within the NHS there are also national Medical and Dental terms and conditions of service. Depending on seniority there are a number of pay scales for basic pay. There are separate terms and conditions for Very Senior Managers, such as Chief Executives and Directors. For the purpose of this report, Medical and VSM's have been grouped together due to the small population within WHC.

As an NHS organisation, many of our services are provided on a 24/7 basis, and therefore staff that work unsocial hours, participate in on-call rotas and work on general public holidays and will often receive enhanced pay in addition to their basic pay. This mainly applies to clinical staff and non-clinical senior managers who participate in on-call (Manager or Director).

## 3. The Gender Pay Gap Indicators

Under the Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017, Wiltshire Health and Care are obliged to perform the following statutory calculations for its staff:

- The mean gender pay gap.
- The median gender pay gap.
- The mean bonus gender pay gap.
- The median bonus gender pay gap.
- The proportion of males receiving a bonus payment.
- The proportion of females receiving a bonus payment.
- The proportion of males and female in each quartile pay band.

At the time the snapshot was taken (31<sup>st</sup> March 2022) Wiltshire Health and Care had 1288 staff, of which 1154 (89.6%) were female and 134 (10.4%) were male.

Group	Male %	Female %
Band 2	6.0%	94.0%
Band 3	8.1%	91.9%
Band 4	9.1%	90.9%
Band 5	5.5%	94.5%
Band 6	17.5%	82.5%

<sup>4</sup> [Annual pay scales 2021/22 | NHS Employers](#)

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Band 7	12.7%	87.3%
Band 8a	25.9%	74.1%
Band 8b	12.5%	87.5%
Band 8c	28.6%	71.4%
Band 8d	0.0%	100%
Band 9	0.0%	100%
Medical / VSM	62.5%	37.5%

#### 4. Gender Pay Gap Results for Wiltshire Health and Care

##### a) Gender pay gap as a mean average

The mean is the average of all the hourly rates in the dataset. This calculation demonstrates that on 31 March 2022, the average pay for female staff was 13.4% less per hour than the average pay for male staff. Compared to the previous year, this has increased by 3.4% from 10.03% in favour of male employees. This follows a 3.5% increase which was seen in last year's results.

Mean Hourly Rate of Pay	Male	Female	Gap %
% Mean GAP Ordinary Pay	£18.93	£16.39	13.4%

However, if this is broken down by payment band, the mean shows that in seven of nine bands where a comparison can be made, females are paid more than males.

Group	Male	Female	Gap %
Band 2	£10.90	£11.49	-5.4% <sup>5</sup>
Band 3	£11.89	£11.62	2.2%
Band 4	£12.43	£12.43	0.0%
Band 5	£15.30	£16.29	-6.4%
Band 6	£19.05	£19.23	-1%
Band 7	£22.74	£22.77	-0.1%
Band 8a	£25.27	£25.58	-1.2%
Band 8b	£36.74	£28.93	21.3%
Band 8c	£33.91	£37.79	-11.4%
Band 8d	n/a	£43.08	-
Band 9	n/a	£48.66	-
Medical / VSM	£50.23	£61.65	-22.8%

##### b) Gender pay gap as a median average

The median is the middle value when you list all the numbers in the dataset in numerical order. This calculation demonstrates that the middle value of female staff pay was 7.7% less than the middle value of male staff pay on 31 March 2022. This is 1.7% higher than in 2021.

Median Hourly Rate of Pay	Male	Female	Gap %
% Median GAP Ordinary Pay	£17.48	£16.13	7.7%

<sup>5</sup> Where there is a (-) this indicates that females have the higher mean salary in this band.

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If this is broken down further, females in most pay bands are paid more than males. This is significantly higher in the Medical / VSM category as we have a larger proportion of female medical staff in employment. The VSM category also included Non-Executive Directors.

#### % Median Gap Ordinary hourly rate of pay

Group	Male	Female	Gap %
Band 2	£10.40	£11.39	-9.1%
Band 3	£11.76	£11.32	3.7%
Band 4	£12.72	£12.72	0%
Band 5	£15.56	£16.56	-6.4%
Band 6	£19.96	£19.96	-0%
Band 7	£23.32	£23.44	-0.5%
Band 8a	£24.10	£25.07	-3.9%
Band 8b	£36.74	£28.29	23%
Band 8c	£38.75	£38.80	0.1%
Band 8d	£0	£45.48	-
Band 9	£0	£48.65	-
Medical / VSM	£34.24	£70.00	-117.1%

#### c) Bonus gender pay gap as a mean average

Included in the bonus calculations are one off recruitment and retention payments (in place for hard to recruit to roles), discretionary points, and incentive payments (for hard to fill shifts in line with WHC process). On-Call premiums are not included as reflected in ordinary pay.

Due to the small number of males receiving bonus pay in 20/21, there is an impact on the proportionate pay between Male and Female employees.

Bonus Gender Pay Gap	Male	Female	Gap %
Mean Gap Bonus Pay	£2,500	£1159.09	53.6%
Median Gap Bonus Pay	£2,500	£1,000	60%
% Receiving Bonus	0.75%	0.95%	

#### d) Proportion of males and females employed in each Quartile

To perform this calculation, all relevant staff members are listed in hourly rate order and split into four equal groups.

	Male	Female
Upper Quartile %	13.7%	86.3%
Upper Quartile Numbers	46	289
Upper Middle Quartile %	11.4%	88.6%
Upper Middle Quartile Numbers	36	281
Lower Middle Quartile %	8.9%	91.1%
Lower Middle Quartile Numbers	28	286

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<b>Lower Quartile %</b>	7.5%	92.6%
<b>Lower Quartile Numbers</b>	24	298

The quartile with the largest proportion of male staff members relative to female employees is the upper quartile. The quartile with the largest proportion of female employees relative to male employees is the lower quartile.

## 5. Conclusion

The 2021/2022 Mean Pay Gap was 13.4%, in favour of Male pay for Wiltshire Health and Care, which is an increase of 3.4% from previous year.

Wiltshire Health and Care acknowledges that there is a disparity between the number of male and female employees however, Wiltshire Health and Care will always appoint the best candidate for the position, through a competitive, open, and inclusive recruitment process.

Wiltshire Health and Care offers flexible working to all staff and has a robust recruitment process. For many years Wiltshire Health and Care has worked with local schools to inform pupils on the variety of roles and careers that are possible in the NHS and to encourage those we engage to consider a career in healthcare. In addition to this we undertake careers events and help with employability skills sessions – such as interviewing.

Wiltshire Health and Care believes it recruits in a non-gender biased manner to ensure that applicants are recruited in a fair, open and transparent manner.

Completed actions and next steps:

- Results and narrative presented to the Workforce and Development Group – June 2022 - **Complete**
- Results and narrative presented to the Executive Meeting – August 2022 - **Complete**
- Results and narrative presented at the Employee Partnership Forum – June 2022 – **Complete**
- Communications including the results and narrative to go out to staff with key messages – September 2022
- Results to be published on the government website and WHC website – September 2022
- Press statement to be prepared explaining the gap and the actions proposed to reduce it – September 2022

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