

Gender Pay Gap

March 2017

CSH Surrey, delivering NHS community nursing and therapy services in homes, schools, clinics and hospitals in the heart of Surrey since 2006.

In accordance with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017, employers with 250 or more employees are required to publish statutory calculations no later than 30 March each year; commencing 2017/18. The information will demonstrate the pay gap between male and female employees as at 31 March the previous year. For example, 31 March 2017 pay information must be published by 30 March 2018.

The legislation requires an employer to publish six calculations:

- 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.

Gender Pay Gap reporting is different to equal pay – 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 of gender. On the other hand, the Gender Pay Gap shows the difference in the average pay between men and women in the workforce.

CSH Surrey is governed by the NHS terms and conditions of employment – Agenda for Change (AfC). These terms contain national agreements on pay and conditions of service for the NHS workforce as a whole (other than very senior managers and medical workforce).

Similarly, CSH Surrey has adopted the national NHS Job Evaluation (JE) process which enables jobs to be matched to the national job profiles and/or allows CSH to evaluate jobs locally, to determine the appropriate pay band as outlined within AfC.

In line with the legislative requirements, the report will be published on the CSH Surrey website and also on the Governments online reporting service (<http://www.gov.uk/report-gender-pay-gap-data>.)

1. CSH Workforce

The breakdown of the workforce by gender and pay banding as at 31st March 2017 (snapshot) is as follows:

Pay Band	Female		Male	
	Headcount	%	Headcount	%
Band 2	73	91.3%	7	8.8%
Band 3	95	93.1%	7	6.9%
Band 4	73	94.8%	4	5.2%
Band 5	120	90.2%	13	9.8%
Band 6	147	91.3%	14	8.7%
Band 7	103	94.5%	6	5.5%
Band 8a	31	86.1%	5	13.9%
Band 8B, C,D & 9	15	75.0%	5	25.0%
UNIQUE	4	40.0%	6	60.0%
Grand Total	661	90.8%	67	9.2%

The current gender split within the overall workforce is 90.8% female and 9.2% respectively. As expected, based on the traditional model of care being perceived as a female activity, the majority of the workforce at CSH continues to be high at 90.8%.

2. Average rates of pay

2.1 Average gender pay gap as a mean average

	Male	Female	% diff
Mean Hourly Rate	£16.68	£16.31	2.2% +

2.2 Average bonus pay gap as a mean average

	Male	Female	% diff
Mean bonus payment	£1,000.00	£1,295.83	29.6% -

Key points / findings:

- The average hourly rate of pay is calculated from a specific pay period in this case March 2017(snapshot). The hourly rate is calculated for each employee based on 'ordinary pay' which includes basic pay, allowances and shift premium pay.
- With the adopted of AfC national terms and conditions, the only pay elements that fall under the bonus criteria are distinct awards such as Golden Hello, Recruitment and Retention premiums, Refer a friend and One-off payments awarded for the completion of specific duties.
- The percentage variance for the average hourly rate of pay is 2.2%. The calculation is based on the average hourly rate of 661 female co-owners compared to 67 male co-owners; because the average calculated in over different numbers of employees (there are 9 times more female co-owners), some marginal variance is expected.
- The percentage variance for the bonus hourly rate of pay is just under 30%. While this may seem high, the staff group considered in this section were 40 co-owners, who are predominantly female (39 co-owners). The pay elements that are used in this calculation are mainly awarded against professional groups and as a mechanism to attract skilled workforce to the Organisation – the principles applied have no gender bias. As such, the relevance of this indicator is less significant to CSH.

3. Median rates of pay

3.1 Average gender pay gap as a median average

	Male	Female	% diff
Median Hourly Rate	£14.15	£15.27	7.9% -

3.2 Average bonus pay gap as a median average

	Male	Female	% diff
Median bonus payment	£1,000.00	£1,000.00	0%

Key points / findings:

- The median hourly rate of pay is calculated from a specific pay report, in this case it is March 2017 (snapshot). The median rate is calculated by selecting the average hourly rate at the mid-point for each gender group.
- As with the median hourly rate, the median bonus rate is based on the mid point of all staff receiving the bonus pay.
- The percentage variance for the median hourly rate of pay is 7.9%. For CSH Surrey, this is more indicative than the average hourly rate of pay as it is not impacted as much by the gender ratio. When considering this variance the various factors need to be taken into account –
 - The variety of roles within the organisation; and
 - Progression within the banding is based on length of service (rather than performance)

The above factors coupled with the high proportion of female workforce may represent a higher median rate of pay for the female workforce.

- There appears to be no difference in the median average of bonus pay. This again is reflective of the bases on which such payments are made – the principles for which have no gender bias.

4. Proportion of co-owners receiving a bonus payment(s)

Group	No of co-owners receiving bonus pay	Total headcount within CSH	Percentage
Male	1	67	1.49%
Female	39	661	5.90%

Key points / findings:

- This calculation demonstrates the number of co-owners receiving bonus as a percentage to the total headcount in each gender group.
- For the purposes of calculating bonus, the following payments have been included
 - Golden Hello
 - Refer a Friend payment
 - Recruitment and Retention premium
 - One-off payments awarded for the completion of specific duties
- CSH Surrey has clear guidelines and principles that govern majority of the above, thus minimising any scope for gender bias. In addition, majority of the above are recruitment / retention initiatives developed to attract skilled workforce to CSH Surrey. This coupled with the high proportion of female workforce makes this indicator less significant to CSH Surrey.

5,. Proportion of headcount by gender in each quartile pay band

	Female	Male
Lower Quartile	90.80%	9.20%
Lower Middle Quartile	88.41%	11.59%
Upper Middle Quartile	92.68%	7.32%
Upper Quartile	92.68%	7.32%

Key points / findings:

- In order to create the quartile information the entire workforce is sorted by their hourly rate of pay, which is then split into 4 equal parts.
- When reviewing the quartile information, it is important to take into account the types of roles available within the organisation and the different gender split that occurs within specific roles e.g. the nursing workforce in general always has a greater proportion of female employees.
- The highest variances for the quartiles when compared to overall data, are in the Lower Quartile and Lower Middle Quartile.
- The Lower quartile has a high proportion of female co-owners. Included in this quartile are admin and ancillary co-owners that have a higher proportion of female co-owners which is reflected in the calculation.
- Lower middle quartile has the highest representation of male co-owners when compared to the other quartiles. Also Included in this are the first group of qualified clinical co-owners, which include a fair proportion of male co-owners.
- The Upper middle quartile and the Upper quartile have similar representation for both female and male co-owners.

6. Summary of results and actions

Metric	Result	Findings		Action
Average gender pay gap as a mean average	Marginal difference (of £0.37p) in the hourly mean rate which suggests that male co-owners are paid more than female co-owners.	The calculation is based on 661 female co-owners and 67 male co-owners. Given the average is calculated over different numbers, the variance is expected		Report to be shared at the Equality and Diversity Forum where further actions, where required will be agreed.
Average gender pay gap as a median average	A negative variance of 7.9%	The variety of roles along a large female workforce with an increment scheme linked to the length of service may represent the variation.		
Average bonus gender pay gap as a mean average	A negative variance of 29.6%	The group considered included 40 co-owners – 39 female and 1 male. Given the standard approach adopted when applying the ‘bonus’ there is minimal scope for gender bias		
Average bonus gender pay gap as a median average	No difference	There appears to be no difference in the median average of bonus pay.		
Proportion of males receiving a bonus payment and proportion of females receiving a bonus payment	The proportion of females receiving bonus is higher by 4.4% when compared with male co-owners.	As outlined for point 3, standard approach adopted when applying the ‘bonus’ there is minimal scope for gender bias.		
Proportion of males and females when divided into four groups (quartile) ordered from the lowest to the highest pay	The highest variances are in the lower quartile and Lower middle quartile	The proportion is representative of the nature of likely posts held within each quartile however it appears that the proportion of male co-owners progressing to the next quartile is less – this will need to be further explored.		

As outlined previously, across the NHS and other organisations within the care sector, the traditional model of care is perceived as a female activity. The workforce representation at CSH is no different with a high proportion of female workforce - 90.8%. This difference in this gender split is reflective through each of the above outcome areas.

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