

Gender Pay Report

March 2018

About Manchester University NHS Foundation Trust



Manchester University NHS Foundation Trust (MFT) is committed to equality and diversity, ensuring that it treats all staff fairly.

MFT was established on 1st October 2017 following the merger of Central Manchester University Hospitals NHS Foundation Trust (CMFT) and University Hospital of South Manchester NHS Foundation Trust (UHSM).

Both CMFT and UHSM had active programmes to promote and ensure equality. MFT has made a strong commitment set out through its vision and values and supporting programmes to drive forward an ambitious approach to equality, diversity and inclusion.

This report is the Gender Pay Report for both the former CMFT and former UHSM. For all future reporting there will be one single MFT report and one data set; however

for this year only the results are illustrated separately as the reporting period is prior to the establishment of MFT and the merger of CMFT and UHSM.

Overview of reporting requirements

The Equality Act 2010 (Gender Pay Gap) Information Regulation 2017 came into force on 06 April 2017. This requires employers with 250 or more employees to report annually on the gap in pay between men and women in their organisation.

Public sector organisations must publish their gender pay information by the 31 March 2018 using pay data from the snapshot date, a year before the reporting deadline. There are six calculations that an organization's must publish, these are as follows:

Mean gender pay gap	The difference between the mean hourly rate of pay of relevant male employees and that of female relevant employees
Median gender pay gap	The difference between the median hourly rate of pay of relevant male employees and that of female relevant employees
Mean bonus gender pay gap	The difference between the mean bonus payments made to relevant male employees and that paid to female relevant employees
Median bonus gender pay gap	The difference between the median bonus payments made to relevant male employees and that paid to female relevant employees
Proportion of males and females receiving a bonus	The proportions of relevant male and female employees who were paid a bonus payment
Proportion of males and females in each quartile band	The proportions of male and female relevant employees in the lower, lower middle, upper middle and upper quartile pay bands.

The report has to be submitted through the government portal and published on the organisations website.

What is the gender pay gap?

The gender pay gap shows the differences in the average pay between men and women working in the same organisation albeit in different jobs. It is calculated between the mean (average) and the median earnings of men and women, and this is expressed as a percentage of men's earnings e.g. women earn 15% more or less than men.

The gender pay gap differs from 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.

Gender Pay Data for CMFT and UHSM

Both the former CMFT and UHSM apply the national NHS pay frameworks of Agenda for Change and Pay and Conditions for Medical Staff. Job descriptions are evaluated using the national job evaluation system to determine appropriate pay bandings and assure equal pay for equal roles. CMFT's workforce was 79% female and UHSM's workforce was 80.9% female, this reflects the NHS more broadly whose workforce is 77% female.

This table sets out the Gender Pay Report Data for former CMFT and former UHSM:

	CMFT	UHSM
Women's earnings are:		
Mean gender pay gap	26.64%	31.67%
Median gender pay gap	7.59%	10.33%
Mean bonus gender pay gap	22.93%	25.33%
Median bonus gender pay gap	25.00%	25.00%
Proportion of males and females receiving a bonus	Male - 6.36% Female – 0.83%	Males – 7.78% Female – 0.71%
Proportion of males and females in each quartile band	Shown below	Shown below
Percentage of females in :		
The workforce	79.0%	80.9%

Band 5	87.7%	87.7%
Band 9	52.6%	50.0%
Consultants	39.4%	34.0%
Trust Grade/Staff Doctor	47.7%	42.9%
Trainee Doctor	55.2%	75.6%

The former CMFT and former UHSM did not pay traditional performance bonuses.

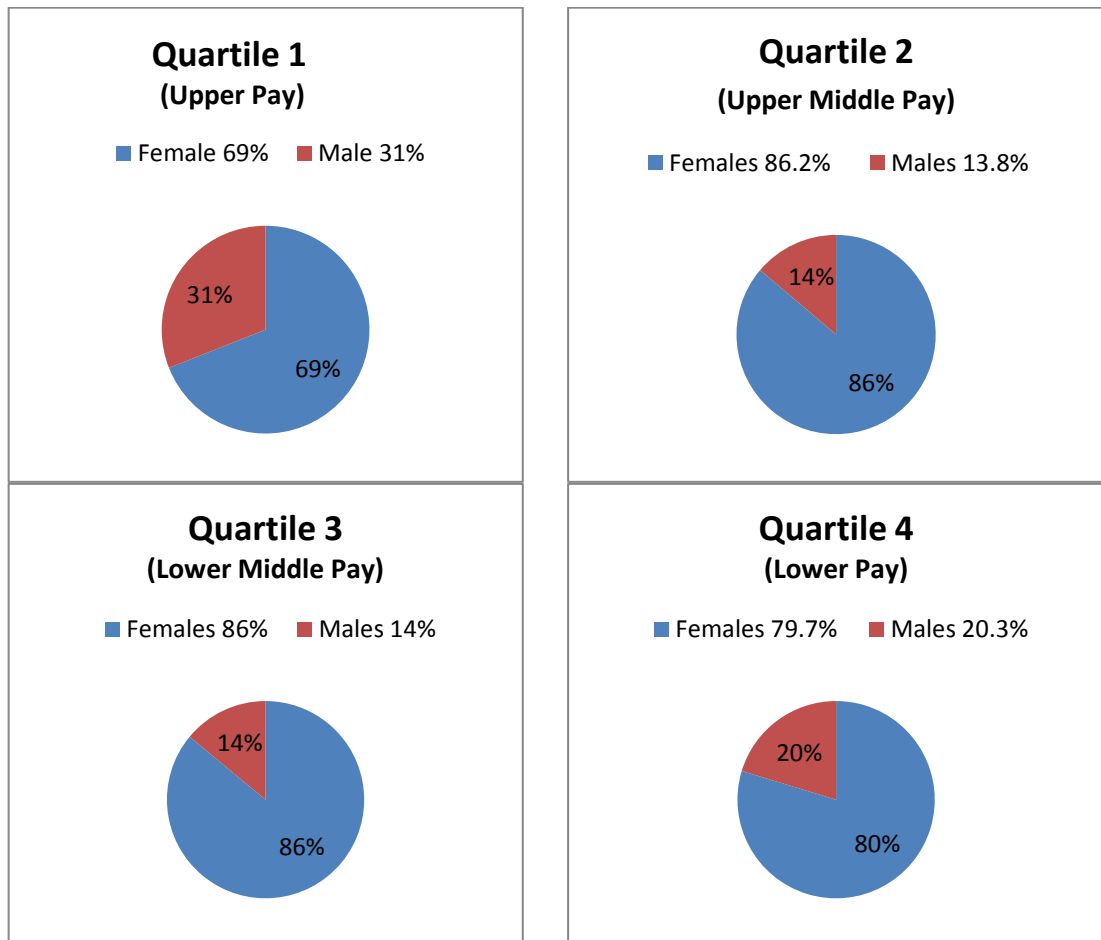
For the purpose of this report the only payments that are considered as a bonus are Clinical Excellence Awards (CEAs) which are payable to consultant medical staff only.

Proportion of males and females in each quartile band

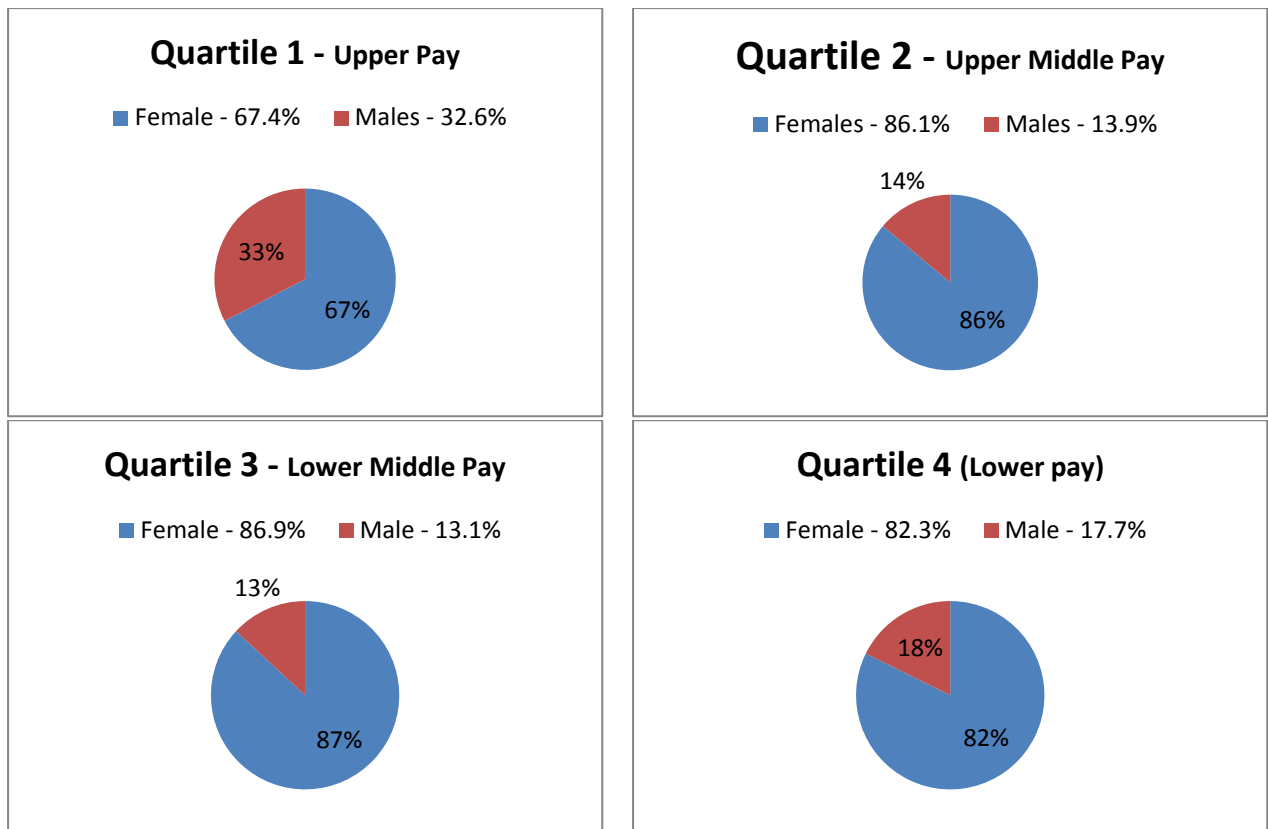
Quartiles are calculated by ranking the hourly pay rates for each employee from lowest to highest, before splitting the ranking into four equal-sized groups and calculating the percentage of males and females in each group.

The charts below set out the quartiles for former CMFT and former UHSM.

Proportion of males and females in each quartile band – CMFT:



Proportion of males and females in each quartile band – UHSM:



Analysis

The initial high level data indicates that there is a factor impacting on the data as the difference between mean and median is significant for both former organisations. For CMFT the difference between the mean and median is 19.05% and for former UHSM it is 21.34%. Analysis was therefore undertaken to identify what is impacting the data so significantly.

By looking at the gender pay gap by quartile we identified that the pay gap is in the top quartile. A significant number of the medical workforce is paid in the top quartile. In addition male consultants make up over 60% of the consultant workforce (in contrast to other parts of the workforce) at both former organisations. By looking at the data without the medical workforce we can see that the mean gender pay gap drops from 26.64% to 3.82% for CMFT and from 31.67 to 5.06% for UHSM.

	CMFT	CMFT (excluding the medical workforce)
Women's earnings are lower than men by:		
Mean gender pay gap	26.64%	3.82%
Median gender pay gap	7.59%	-8.28%
Mean bonus gender pay gap	22.93%	NA
Median bonus gender pay gap	25%	NA
Proportion of males and females receiving a bonus	Males – 6.36% (% within just the medical workforce is 24.14%)	0
	Females 0.83% (% within just the medical workforce is 17.26%)	

	UHSM	UHSM (excluding the medical workforce)
Women's earnings are lower than men by:		
Mean gender pay gap	31.67%	5.06%
Median gender pay gap	10.33%	0.00%
Mean bonus gender pay gap	25.33%	n/a
Median bonus gender pay gap	25.00%	n/a
Proportion of males and females receiving a bonus	Males - 7.78% (% within just the medical workforce is 26.80%) Females - 0.71% (% within just the medical workforce is 15.23%)	n/a

Analysis of the data identifies that the majority of the gender pay gap falls in the medical workforce.

Analysis of the Bonus Pay Gap

The only awards identified that qualify as bonus pay are the Clinical Excellence Award (CEA). These are awarded, on application to the consultant medical workforce only. In the Gender Pay Gap report it can be seen that there is a gap between male and female bonus pay. Further analysis was undertaken to understand this for both former UHSM and CMFT. A review of applications and awards has been undertaken and the data indicates that females that apply are not disadvantaged. However it is notable that overall fewer women apply for awards. This is something MFT will investigate further, analysing the data and gathering qualitative data from the female medical workforce.

In Summary

Both the former CMFT and UHSM apply the national NHS pay frameworks of Agenda for Change and Pay and Conditions for Medical Staff. Job descriptions are

evaluated using the national job evaluation system to determine appropriate pay bandings and assure equal pay for equal roles. This system reduces the risk of any equal pay issues arising. However the analysis identified that both former organisations have more men in the top quartile of its workforce and it appears on first analysis that a bonus pay gap exists possibly due to the proportion of female consultant medical staff applying for CEAs. This issue needs further analysis and consideration, in partnership with other NHS Trusts. From the analysis undertaken by MFT we can see that females are not disadvantaged if they do apply for CEAs.

This report sets out the position of the two former organisations, the creation of MFT means that next year a single set of data will be produced. It is not expected that the merger of the two organisations will in itself have any impact on any pre-existing gender pay gaps, however for any future workforce change the potential impact on the pay of different genders will be incorporated into equality impact assessments.