



## Gender Pay Report

March 2019



### **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 1<sup>st</sup> October 2017 following the merger of Central Manchester University Hospitals NHS Foundation Trust (CMFT) and the University Hospital of South Manchester NHS Foundation Trust (UHSM).

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 MFT and is reflective of our first year as a Single Hospital Service.

## 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 2019 using pay data from the snapshot data, a year before the reporting deadline. The data in this report is reflective of a snapshot taken in March 2018. The data includes staff who are on Retention of Employment contracts with MFT who are managed by Sodexo.

There are six calculations that an organisation's must publish, these are as follows:

<b>Mean gender pay gap</b>	The difference between the mean hourly rate of pay of relevant male employees and that of female relevant employees
<b>Median gender pay gap</b>	The difference between the median hourly rate of pay of relevant male employees and that of female relevant employees
<b>Mean bonus gender pay gap</b>	The difference between the mean bonus payments made to relevant male employees and that paid to female relevant employees
<b>Median bonus gender pay gap</b>	The difference between the median bonus payments made to relevant male employees and that paid to female relevant employees
<b>Proportion of males and females receiving a bonus</b>	The proportions of relevant male and female employees who were paid a bonus payment
<b>Proportion of males and females in each quartile band</b>	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 MFT

MFT applies 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. MFT's workforce is 79% female, this reflects the NHS more broadly whose workforce is 77% female.

This table sets out the Gender Pay Report Data for MFT, in comparison to the previous Trusts of CMFT and UHSM:

	MFT	CMFT	UHSM
<b>Women's earnings are:</b>			
Mean gender pay gap	25.00%	26.64%	31.67%
Median gender pay gap	12.8%	7.59%	10.33%
Mean bonus gender pay gap	28.49%	22.93%	25.33%
Median bonus gender pay gap	33.33%	25.00%	25.00%
	Male - 6.20%	Male - 6.36%	Males – 7.78%
Proportion of males and females receiving a bonus			
	Female –0.80%	Female – 0.83%	Female – 0.71%
Proportion of males and females in each quartile band	Shown below	Shown below	Shown below

**Percentage of females in:**

	MFT	CMFT	UHSM
The workforce	79.71%	79.00%	80.90%
Band 5	88%	87.70%	87.70%
Band 9	59%	52.60%	50.00%
Consultants	39%	39.40%	34.00%
Trust Grade/Staff Doctor	45%	47.70%	42.90%
Trainee Doctor	58%	55.20%	75.60%

MFT does not pay traditional performance bonuses.

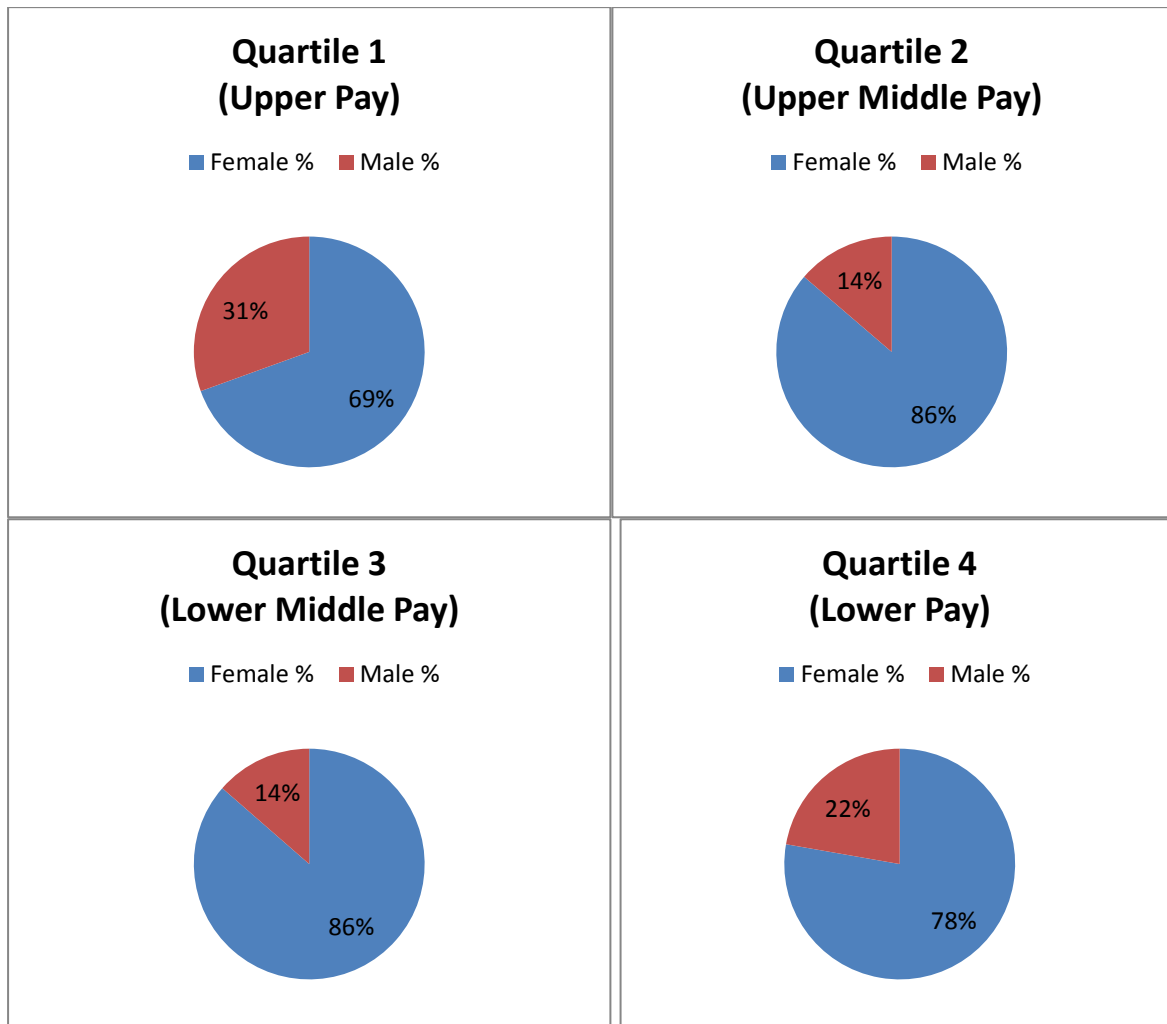
For the purpose of this report the only payments that are considered as a bonus are Clinical Excellence Awards (CEAs), which are payable to consultant medical staff only. Since the previous gender pay reports no new Clinical Excellence awards have been awarded at the point of data capture. National Awards were awarded in December 2018 and local awards will be awarded in March 2019.

### 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 MFT.

Proportion of males and females in each quartile band:



## Analysis

Whilst there appears to have been a significant rise in the percentage of Mean and Median bonus gender pay gap, this in part is due to small sample size and is representative of a dozen or so employees. Similarly, the rise in the percentage of women in Band 9 positions from 52/50% to 59% can be accounted for when considered in context to the size of the data group this percentage is based on. As the number of people in these data groups are low i.e. there are only 27 Band 9 staff members across MFT as a whole, then it is important to acknowledge that although the percentage in these categories has increased notably, this can be attributed to the addition of just one or two people to the data set.

As with the figures from 2017/2018, the initial high level data indicates that there is a factor impacting on the data for MFT as the difference between the mean and median is 12.2%.

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 61.2% of the consultant workforce (in contrast to other parts of the workforce). By looking at the data without the medical workforce we can see that the mean gender pay gap drops from 25% to 1.82%.

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

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	MFT	MFT Excluding Medical Workforce
<b>Women's earnings are:</b>		
Mean gender pay gap	25.00%	1.82%
Median gender pay gap	12.8%	0.00%
Proportion of males and females receiving a bonus	Male - 6.20% Female – 0.80%	

## **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. It was identified in 2017-2018 that the data indicated that females who apply are not disadvantaged but it was notable that fewer women applied for the awards. MFT has now reviewed and made changes to its Clinical Excellence Awards. The review was led by Miss Toli Onon, Joint Group Medical Director. The review included engagement with consultants and an open discussion about the gender pay gap. The awards process will be completed in April 2019 and a full analysis on the impact of this work is planned. The National Clinical Excellence Awards were awarded in December 2019, but as the requirements are to data capture in March 2018 the impact of these will not be seen until the next Gender Pay Gap Report. However MFT has requested a breakdown of the national data to understand fully the impact of the national awards on MFT consultant body.

As the numbers of people in these data groups are low it is important to acknowledge that although the percentage has increased, this can be attributed to the addition of just one or two people to the data set.

## **In Summary**

MFT applies 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 MFT has 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 Clinical Excellence Awards. From the analysis undertaken females are not disadvantaged if they do apply for Clinical Excellence Awards. The work undertaken on MFT Local Clinical Excellence Awards will be reviewed to see if the new process decreases the gap.

This report sets out the position of MFT in its first year as an NHS Foundation Trust. The merger of CMFT and UHSM to form MFT has not had 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 assessment.