



Manchester University  
NHS Foundation Trust



# Gender Pay Gap Report 2022

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## Introduction

This report sets out the Manchester University NHS Foundation Trust Gender Pay Gap data for 2021-2022, provides analysis of the data, and explains the actions being undertaken to address the gap.

The Gender Pay Gap shows the differences in the average pay between men and women working in the same organisation. The data in this report is based on the UK Government's methodology for calculating difference in pay between female and male employees, considering full pay relevant employees of Manchester University NHS Foundation Trust (MFT).

The Gender Pay Gap is calculated using the mean (average) and the median (the mid value of a range of values) earnings of men and women expressed as a percentage of men's earnings. In reporting the Gender Pay Gap a positive value indicates that the average pay for men is greater than for women, whereas a negative value would indicate the opposite.

This report includes:

- An overview of the gender pay gap reporting requirements.
- MFT gender pay gap data 2022 and analysis.
- MFT additional workforce gender pay analysis.
- MFT response to gender pay gap data 2022 and priority actions.

## Background

Organisations with 250 or more employees are mandated by the government to report annually on their gender pay gap. The requirements of the mandate within the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017, are to publish information relating to pay for six specific measures as detailed in this report.

Manchester University NHS Foundation Trust (MFT) is one of the largest acute Trusts in England, employing over 28,000 staff. It was formed on 1<sup>st</sup> October 2017, and since then has been responsible for running a group of hospitals and community services across several separate sites, providing a wide range of services from comprehensive local general hospital care through to highly specialised regional and national services. From 1<sup>st</sup> April 2021 North Manchester General Hospital was the tenth hospital to join the Group. This report is reflective of the fifth year of the new organisation.

As of 31<sup>st</sup> March 2022, MFT employed 22,161, 79.56% (22,161) women and 20.44% (5,695) men. This is approximately the same proportions as in 2021's report when the workforce was 79.4% women and 20.6% men.

## National Reporting Requirements

There are six calculations that an organisation is required to publish, these are outlined in Table 1 below.

**Table 1: Gender Pay Gap reporting requirements.**

<b>Mean gender pay gap.</b>	The difference between the average of men's and women's hourly pay.
<b>Median gender pay gap.</b>	The difference between the midpoints in the ranges of men's and women's pay. All salaries in the sample are lined up separately for men and women in order from lowest to highest, and the middle salary is used.  The figure is the difference of these two middle points.
<b>Mean bonus gender pay gap.</b>	The difference between the mean bonus payments made to relevant male employees and that paid to relevant female employees. For MFT this refers to local and national clinical excellence awards.
<b>Median bonus gender pay gap.</b>	The difference between the median bonus payments made to relevant male employees and that paid to relevant female employees. For MFT this refers to local and national clinical excellence awards.
<b>Proportion of males and females receiving a bonus.</b>	The proportions of relevant male and female employees who were paid a bonus payment. For MFT this refers to local and national clinical excellence awards.
<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.

In reporting the Gender Pay Gap a positive value indicates that the average pay for men is greater than for women, whereas a negative value would indicate the opposite.

Public sector organisations must publish their Gender Pay Gap information by the 31<sup>st</sup> of March each year using pay data from a snapshot a year before the reporting deadline. The data in this report is reflective of a snapshot taken in 2022. The data sources for MFT's reporting against the Gender Pay Gap reporting requirements are Electronic Staff Records (ESR), the Trac Recruitment System and the MFT Clinical Excellence Awards (CEA) Portal.

Not included within the scope of MFT's Gender Pay Gap reporting are:

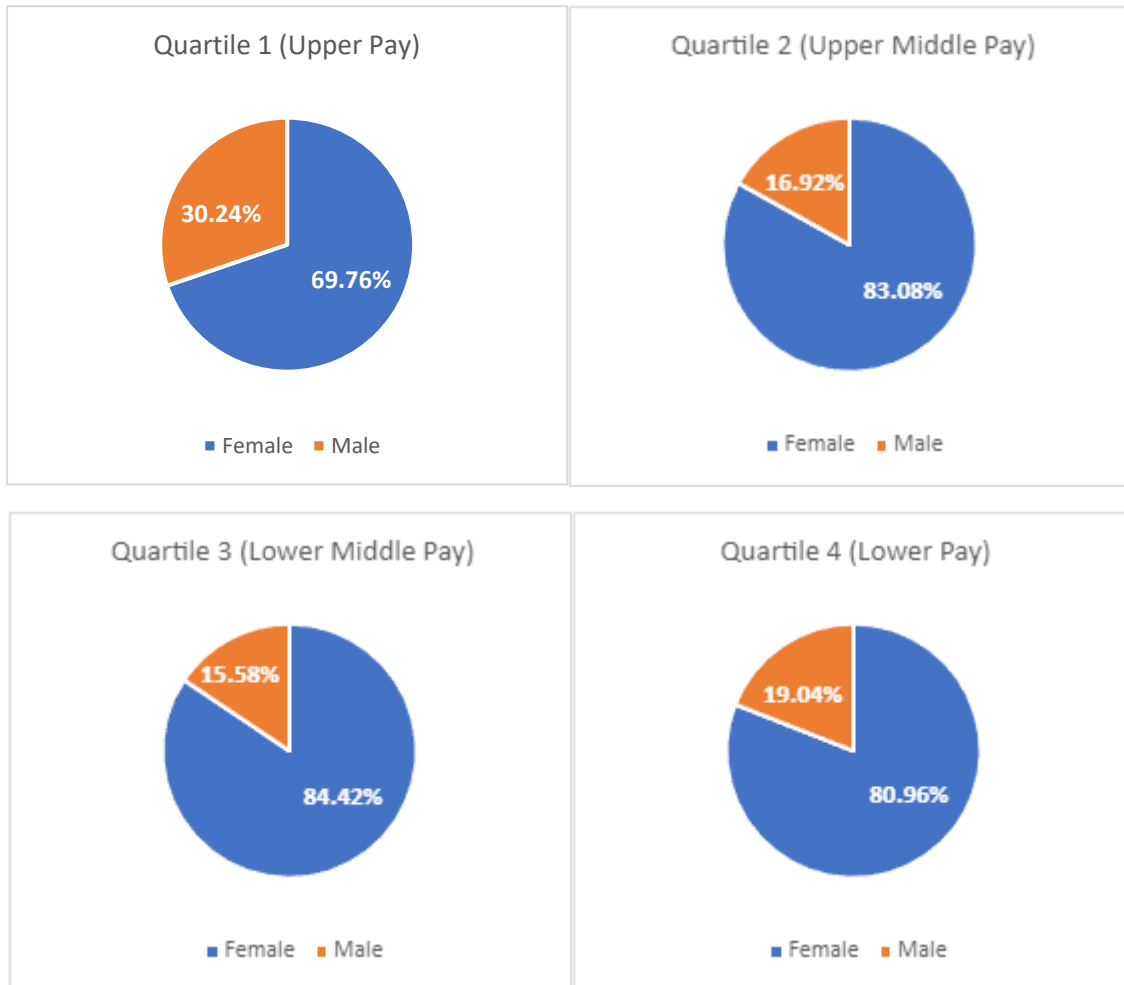
- Any member of staff not on Electronic Staff Record (ESR) or staff who are not on Retention of Employment (RoE) contracts managed through Sodexo.
- Junior Doctors who are managed through the Deanery.
- Volunteers.

## MFT Gender Pay Gap Data 2022

MFT's 2022 Gender Pay Gap data for the national reporting requirements is set out in Table 2 below and Figure 1 on page 4. Table 2 also compares the MFT Gender Pay Gap data from April 2021 to April 2022.

<b>Table 2: MFT's Gender Pay Gap data 2022.</b>		
<b>Reporting Year</b>	<b>MFT 2022</b>	<b>MFT 2021</b>
<b>Mean gender pay gap.</b>	24.92%	24.17%
<b>Median gender pay gap.</b>	5.43%	12.25%
<b>Mean bonus gender pay gap.</b>	30.28%	30.94%
<b>Median bonus gender pay gap.</b>	50.00%	33.33%
<b>Proportion of males and females receiving a bonus.</b>	Male: 4.17% (246) Female: 0.57% (130)	Male: 4.55% (235) Female: 0.62% (123)
<b>Proportion of males and females in each quartile band.</b>	See Figure 1 below.	N/A

**Figure 1 – MFT workforce profile of males and females in each quartile band.**



Quartile band changes from 2021 to 2022:

- Quartile 1 (upper pay) – female increase of 1.77% from 2021
- Quartile 2 (upper middle pay) – female decrease of 2.52% from 2021
- Quartile 3 (lower middle pay) – female decrease of 2.25% from 2021
- Quartile 4 (lower pay) – female increase of 3.27% from 2021

## Analysis of the MFT Gender Pay Gap data

- There has been a decrease in the Median Gender Pay Gap of -6.82% compared to the previous year. This suggests that women are earning more on median average than in 2021. This figure can be influenced by a few people moving to different pay points in the same band due to the nature of the calculation.
- The Mean Gender Pay Gap has seen a small increase of 0.75% compared to 2021. This calculation is influenced by a small number of highly paid male medical professionals and Very Senior Managers (VSM) which negatively effects the Gender Pay Gap percentage. An example of this is the average Male salary at MFT is £40,000 whereas some males are earning 7 times this amount. This increases the overall Mean Gender Pay Gap. For the Mean Gender Pay Gap to change significantly there would need to be proportionately more women in the top quartile of the workforce.
- For the purposes of Gender Pay Gap reporting, Clinical Excellence Awards (CEAs) local and national are considered as bonus pay. Only medical and dental consultants are eligible for CEAs. The Mean Bonus Gender Pay Gap has remained almost the same in 2022 from the previous year. There has been an increase in the Median Bonus Gender Pay Gap of 16.67%, this increase is due to one staff member moving into a different bonus bracket.
- There has been a slight increase in men (11) and women (7) receiving a CEA in 2022, but proportionately the likelihood of both genders receiving a bonus has slightly decreased. Men remain more likely than women to receive a CEA.
- Compared to MFT's overall workforce profile of 79.54% female and 20.48% male, the lower pay quartile (4) is roughly proportionate, the middle pay quartiles (2 and 3) show a slight over establishment of female staff, and the upper pay quartile (1) shows an over establishment of male staff. Compared to 2021's data for the quartiles of pay there has been an increase in the proportion of female staff in the upper pay and lower pay quartiles (1 and 4), and a decrease in the proportion of female staff in the upper middle pay and lower middle pay quartiles (2 and 3). This shows a trend to a workforce that is more representative of the workforce profile across all quartiles.

## MFT additional workforce gender pay analysis

The majority of the NHS workforce is covered by a transparent and fair pay system called Agenda for Change (AfC), helping to ensure that staff receive the same pay for the same work. The staff groups that are not covered by AfC are doctors, dentists, and very senior managers (VSMs).

To better understand our Gender Pay Gap at MFT in addition to the national Gender Pay Gap reporting requirements we also investigate the impact of our medical and dental workforce on the Gender Pay Gap. This analysis is set out in Table 3 below.

Table 3: MFT Gender Pay Gap excluding the medical and dental workforce 2022		
Workforce Group	MFT	MFT Excluding Medical & Dental Workforce
Mean gender pay gap.	24.92%	4.94%
Median gender pay gap.	5.43%	0%

The data in Table 3 shows that MFT's Gender Pay Gap is significantly reduced when the medical and dental workforce is removed from the calculations, with the Median Gender Pay Gap indicating no pay gap between genders.

Previous year's analysis has shown that a key driver in the medical and dental workforce that increases MFT's Gender Pay Gap is the proportion of male consultants. MFT therefore also monitors the gender profile of our consultant workforce, this can be seen in Table 4 below.

Table 4: MFT Consultant Workforce by Gender 2019-2022						
Year	2019-2020		2020-2021		2021-2022	
	Actual	%	Actual	%	Actual	%
Male	743	60.0%	753	59.2%	840	58%
Female	495	40.0%	521	40.8%	607	42%

This data shows that although the proportion of male staff in consultant posts is significantly higher than the proportion of male staff in the general workforce profile (20.48%), there is a slow trend increasing the proportion of female consultants in the workforce.

## MFT response to Gender Pay Gap data 2022

In 2022 MFT's Gender Pay Gap data has shown small changes when compared to the 2021 data. A key underlying driver to the MFT Gender Pay Gap remains that there are more males in the upper pay quartile, particularly amongst the medical and dental workforce. To narrow MFT's Gender Pay Gap requires increasing the proportion of female staff in the upper pay quartile, particularly female consultants, to reflect the MFT workforce gender profile. This year there has been an increase in female staff in the upper pay quartile. This continues the previous trend that the number of females in the upper pay quartiles is progressively improving each year, which will support in narrowing MFT's Gender Pay Gap.

MFT applies the national NHS pay frameworks of Agenda for Change (AfC) and conditions for medical and dental staff. This means that 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.

MFT's action plan to address the findings of the Gender Pay Gap Report 2022 are outlined in Table 5 below.

**Table 5: MFT Gender Pay Gap actions 2022**

Action	By when	Responsible Team
Monitor the Gender Pay Gap data to ensure that the organisation is taking appropriate action to reduce the Gender Pay Gap.	Quarterly	Equality, Diversity and Inclusion Team, and Group Equality Diversity and Human Rights Committee
Enact the MFT People Plan, which provides opportunity to take action to increase the gender diversity at the Trust.  (This includes an inclusive recruitment framework, succession planning and talent management.)	December 2023	Human Resources
Track the process and impact of the local Clinical Excellence Awards (CEAs) to ensure that the awards are accessible and open to all consultants.	On reinstatement of local CEAs	Medical Workforce Team
Encourage and support consultant applications to the national Clinical Excellence Awards.	Ongoing	Medical Workforce Team