

Manchester University NHS Foundation Trust

# Gender Pay Gap Report

## 2022-2023



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This report sets out the Manchester University NHS Foundation Trust's (MFT's) Gender Pay Gap data for 2022-2023, 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 women and men in the organisation.

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 analysis
- MFT additional workforce gender pay analysis
- MFT response to gender pay gap data and priority actions

Public sector organisations must publish their Gender Pay Gap information by the 31st of March each year using pay data from a snapshot a year before the reporting deadline.

<p>The data in this report is reflective of a snapshot taken on:</p>	<ul style="list-style-type: none"><li>• <b>31st March 2023.</b></li></ul>
<p>The data sources for MFT’s reporting against the Gender Pay Gap reporting requirements are:</p>	<ul style="list-style-type: none"><li>• <b>Electronic Staff Records (ESR)</b></li><li>• <b>Trac Recruitment System</b></li><li>• <b>MFT Clinical Excellence Awards (CEA) Portal</b></li></ul>
<p>Not included within the scope of MFT’s Gender Pay Gap reporting are:</p>	<ul style="list-style-type: none"><li>• <b>Any member of staff not on Electronic Staff Record (ESR) or staff who are not on Retention of Employment (RoE) contracts managed through Sodexo</b></li><li>• <b>Junior Doctors who are managed through the Lead Employer (St Helen’s and Knowsley NHS FT)</b></li><li>• <b>Volunteers</b></li></ul>



Organisations with 250 or more employees are mandated under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017, to report annually on their gender pay gap. As one of the largest NHS Trusts in England which employs over 28,000 staff, Manchester University NHS Foundation Trust (MFT) is required to publish information relating to its gender pay gap under six specific metrics published annually on the Trust website for a snapshot date (31<sup>st</sup> March 2023).

The gender pay gap shows the difference in the average pay between all men and women in a workforce. The gender pay gap 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 they are a man or a woman.

**i** For 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.

**Median gender pay gap** – the difference between the median hourly rate of pay of Men full-pay relevant employees and that of Women full-pay relevant employees.

**Mean gender pay gap** – the difference between the mean hourly rate of pay of Men full-pay relevant employees and that of Women full-pay relevant employees.

**Bonus proportions** – the proportions of Men and Women relevant employees who were paid bonus pay during the relevant period.

**Median bonus gap** – the difference between the median bonus pay paid to Men relevant employees and that paid to Women relevant employees.

**Mean bonus gap** – the difference between the mean bonus pay paid to Men relevant employees and that paid to Women relevant employees.

**Quartile pay bands** – the proportions of Men and Women full-pay relevant employees in the lower, lower-middle, upper-middle and upper quartile pay bands.


The importance of inclusion is embedded into the NHS People Plan and our Trust's Strategy 2019-2024. In addition, the Trust has articulated its' vision and priorities for improving EDI practice and health outcomes through its' EDI Plan 2022-2026










The **Mean** figures will give a very good overall picture of the gender pay gap but can be distorted by very large or small pay rates or bonuses. The **Median** figures, however, indicate the “typical” gap as it is not distorted by very large or small pay rates or bonuses. However, this means that not all gender pay gap issues will be picked up. They could also fail to pick up as effectively where the gender pay gap issues are most pronounced in the lowest paid or highest paid employees.




**%** The **percentage** of men and women in each hourly pay quarter is designed to show the spread of employees across salary ranges.

**%**  The **bonus payment percentages** are intended to reflect the distribution of bonus payments made to men and women

**Mean (average) hourly pay**  
£  The **mean hourly rate** is the difference between the mean (average) hourly pay of men, and the mean (average) hourly pay of women.

**Mean (average) bonus pay**  
   The **mean bonus** is the difference between the mean (average) bonus pay paid to men, and bonus pay paid to women.

**Median (average) hourly pay**  
£  The **median hourly rate** is the difference between the median hourly pay for a man and the median hourly pay for a woman.

**Median bonus pay**  
   The **median bonus** is the difference between the median bonus pay paid to men and the median bonus pay paid to women.

## Salary Ranges

As of 31 March 2023, MFT Employed 28,297 Staff. Out of these **78.77%** were **women and 21.23% men**.

This was **0.79% less women** in comparison to 2022 (79.56%). Whereas the percentage of **men increased by 0.79%** as of March 2023 (20.44% in 2022).

## Overall Gender Pay Gap

As of 31<sup>st</sup> March 2023 gender pay gap at MFT was at **22.65%**, which is 2.27% less in comparison to previous year

## Mean Pay Gap

The mean hourly gap has now reduced by **2.27%**

Overall **women earn 77p** for every **£1** that **men** earn when comparing mean hourly pay. Their **mean hourly pay is 22.65% lower** than men's.

## Median Pay Gap

The mean hourly gap has now **reduced by 3.14%**

Overall **women earn 98p** for every **£1** that **men** earn when comparing median hourly pay. **Women at MFT are paid 2.29% less** median hourly pay than men.

## Bonus Pay

Men remain more likely than women to receive a CEA, **men received 3.60%** and **women received 0.5%** bonus in 2023.

If we focus on comparing just **the men and women consultants**, who are the only employees that receive CEAs, rather than calculating over the whole workforce, then the percentage of men consultants that receive bonus pay is 25.6% and that of women consultants is 17.5% , which is a **large gap of 8.1%**.

The number of **women applying** for the **CEA at MFT is lower than** that of men. Only 48% of women applicants have been successful, contributing to the bonus pay gap at MFT.

## Mean Bonus Pay

The mean bonus pay gap has **reduced by 4.88%** in 2023.

**Women** at MFT are paid **25.4% less** mean bonus pay than men. When comparing mean hourly bonus pay, **women are paid 75p** for every **£1 paid to men**.

## Median Bonus Pay

This year the gap has reduced back to its usual average with a **reduction of 17%**.

**Women** receive **33.3% less** median bonus pay than men. Overall **women earn 67p** for every **£1** that **men** earn when comparing median bonus pay.

## Quartile Pay Bands

Overall **women occupy 68.10%** of the **highest paid jobs** and **77.80%** of the **lowest paid jobs**.

Compared to MFT's overall workforce profile of 78.77% women and 21.23% men, the **lower pay quartile is roughly proportionate** and has seen a decrease of 3% for women from the previous year.

There has been a **decrease of 2%** in the number of women in the **upper pay quartile** and men overall occupy 32% of the highest paid jobs.

The middle pay quartiles (2 and 3) show a slight over establishment of women.

This disparity has not changed in the last 5 years.



# MFT Workforce by Gender 2019-2023



**Snapshot Date: 31<sup>st</sup> March 2023**

**MFT Employed 28,297 Staff**

Yearly Comparison (% of Men and Women in MFT)					
Gender	2018-2019	2019-2020	2020-2021	2021-22	2022-23
<b>Men</b>	4,498 (19.9%)	4,923 (20.4%)	5,767 (20.6%)	5,695 (20.44%)	6,136 (21.23%)
<b>Women</b>	18,194 (80.1%)	19,193 (79.6%)	22,350 (79.4%)	22,161 (79.56%)	22,768 (78.77%)

MFT workforce by  
Gender as of March  
2023

**WOMEN 78.77%**

**MEN 21.23%**



As of 31st March 2023, the number of women reduced by 0.79% , but the % of men increased by 0.79%, in comparison to 2022.

- As of **31<sup>st</sup> March 2023**, MFT employed **28,297** staff, of which **78.77% (22,161)** were **Women** and **21.23% (6,136)** **Men**.
- The percentage of women in 2022-23 (78.77%) is 0.79% low in comparison to 2021-22 (79.56%) , but that of men (21.23%) was 0.79% more in comparison to 2021-22 (20.44%).
- There has been a steady increase in these figures over the last four years.



# MFT Workforce by Gender Pay Gap (2019-2023)



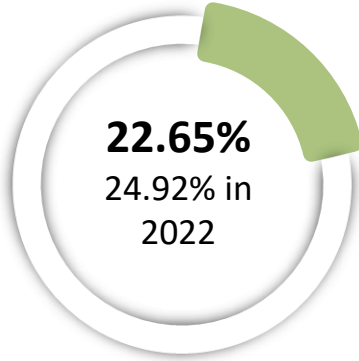
Snapshot Date 31<sup>st</sup> March 2023



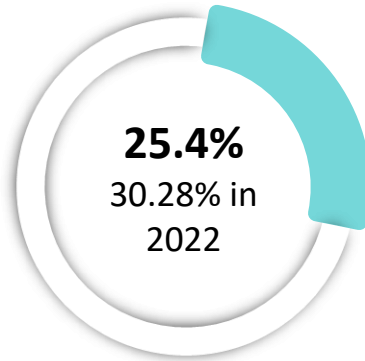
Your figures will usually be either a positive or negative percentage.

- A positive percentage shows that women have lower pay or bonuses than men in your organisation.
- A negative percentage shows that men have lower pay or bonuses than women in your organisation.
- A zero percentage shows that there is equal pay or bonuses between men and women in your organisation.

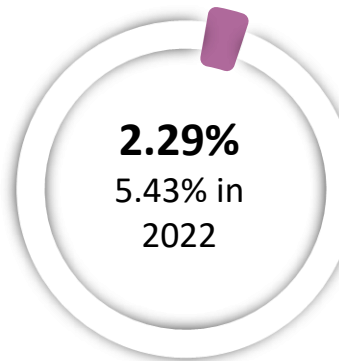
MEAN  
HOURLY  
PAY



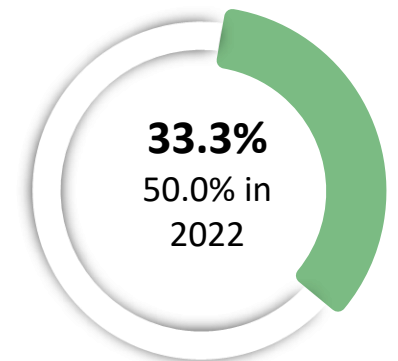
MEAN  
HOURLY  
BONUS



MEDIAN  
HOURLY  
PAY



MEDIAN  
HOURLY  
BONUS



When using the mean (average), women are paid **22.65%** less than men. For every **£1** a man earns, a woman earns **77p**.

When using the mean (average), women receive **25.4%** less in bonus pay than men. For every **£1** a man receives in bonus pay, a woman receives **75p**.

When using the median, women are paid **2.29%** less than men. For every **£1** a man earns, a woman earns **98p**.

When using the median, women receive **33.3%** less bonus pay than men. For every **£1** a man receives in bonus pay, a woman receives **67p**.

<b>2019</b>	<b>27.99%</b>	<b>29.50%</b>	<b>13.62%</b>	<b>33.33%</b>
<b>2020</b>	25.51%	25.47%	13.75%	33.33%
<b>2021</b>	24.17%	30.94%	12.25%	33.33%
<b>2022</b>	24.92%	30.28%	5.43%	50.00%
<b>2023</b>	22.65%	25.40%	2.29%	33.30%

- The comparison table above shows MFT's Gender Pay Gap data for 2023 and the previous 5 years.
- We have made steady progress in reducing the gender pay gap since 2019.
- The Mean Gender Pay Gap has seen a small decrease of 2.27% since the previous year and the Mean Hourly Bonus pay has reduced by 4.88%, which is positive.
- The Median Gender Pay Gap is at 2.29% and the Median hourly bonus pay gap this year has reduced back to its usual average with a reduction of 17%.



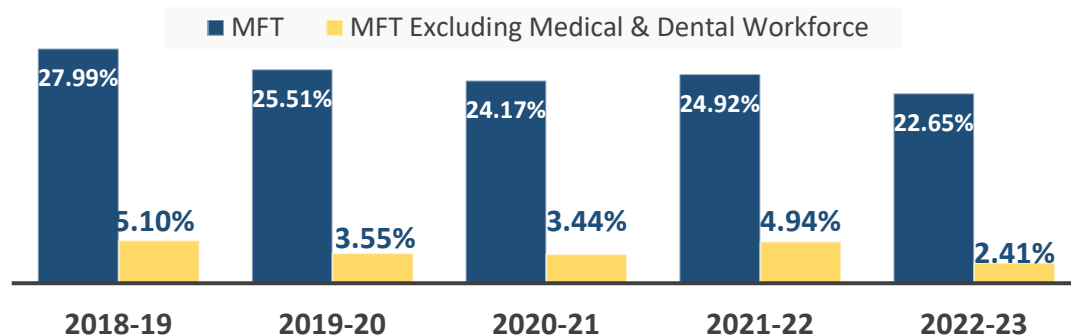
The majority of the NHS workforce is covered by a transparent and fair pay system called Agenda for Change (AfC), helping to ensure that staff receive the same pay for the same work. The staff groups that are not covered by AfC are doctors, dentists, and very senior managers (VSMs).

MFT Consultant Workforce by Gender	2018-2019	2019-2020	2020-2021	2021-22	2022-23
<b>Men</b>	730 (61.6%)	743 (60.0%)	753 (59.2%)	840 (58%)	854 (56.7%)
<b>Women</b>	455 (38.4%)	495 (40.0%)	521 (40.8%)	607 (42%)	653 (43.3%)

This data shows that although the proportion of men in consultant posts (56.7%) is significantly higher than the proportion of men in the general workforce profile (21.23%), there is a slow trend increasing the proportion of women consultants in the workforce.

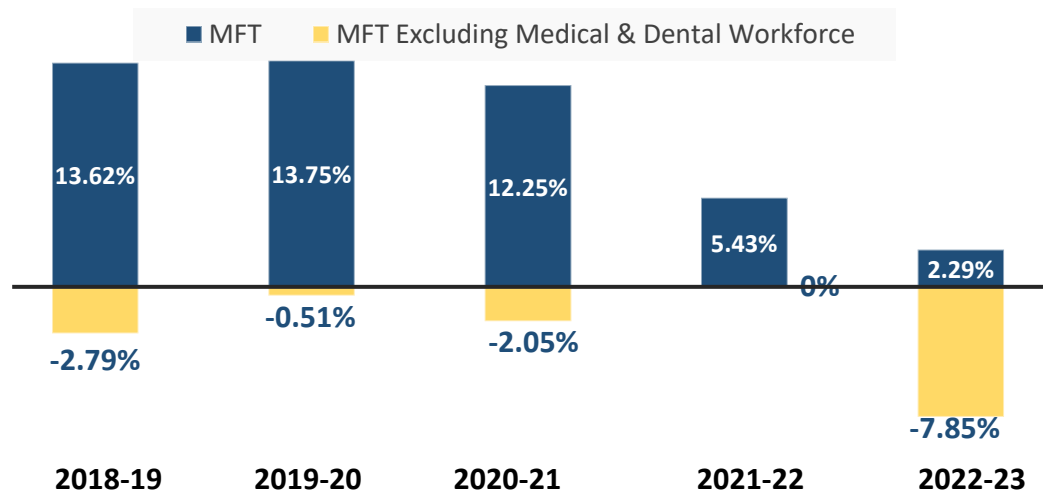
To better understand our Gender Pay Gap at MFT in addition to the national Gender Pay Gap reporting requirements we also investigate the impact of our Medical and Dental workforce on the Gender Pay Gap. This analysis is set out below

## Mean Gender Pay Gap



Mean Gender Pay Gap					
	2018-19	2019-20	2020-21	2021-22	2022-23
MFT	27.99%	25.51%	24.17%	24.92%	22.65%
MFT Excluding Medical & Dental Workforce	5.10%	3.55%	3.44%	4.94%	2.41%

## Median Gender pay Gap

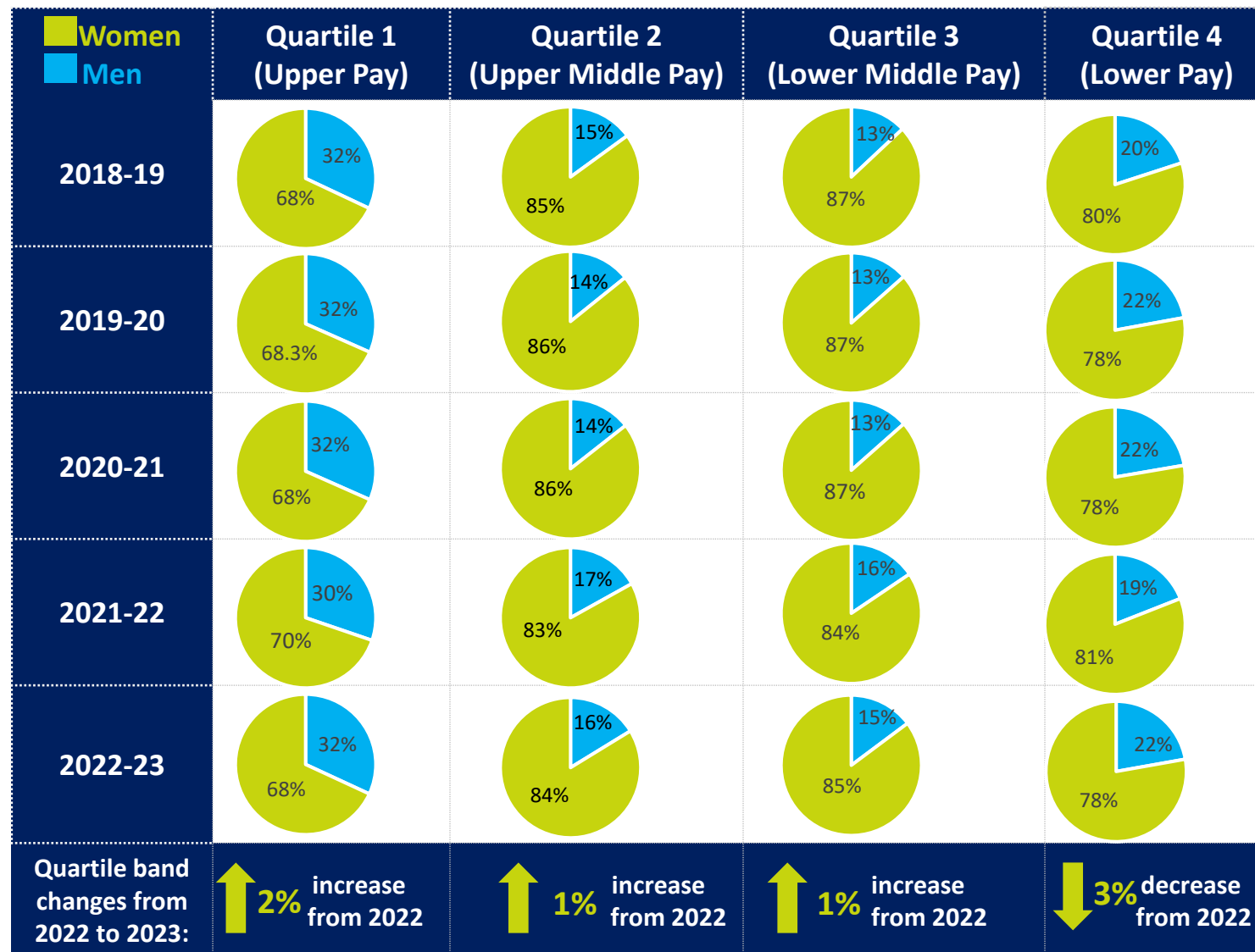


Median Gender Pay Gap					
	2018-19	2019-20	2020-21	2021-22	2022-23
MFT	13.62%	13.75%	12.25%	5.43%	2.29%
MFT Excluding Medical & Dental Workforce	-2.79%	-0.51%	-2.05%	0%	-7.85%

- The data on this page shows that MFT's Gender Pay Gap is significantly reduced when the Medical and Dental workforce is removed from the calculations.
- 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.

# Quartile Band Changes from 2019 to 2023

Pay quarters show the percentages of men and women employees in four equal sized groups based on their hourly pay. Pay quarters give an indication of women and men's representation at different levels of the organization.



<b>i</b> Quartile 1 (Upper Pay)	Band 7 and above
Quartile 2 (Upper Middle Pay)	Band 5 - 7
Quartile 3 (Lower Middle Pay)	Band 4 - 5
Quartile 4 (Lower Pay)	Band 1 - 4

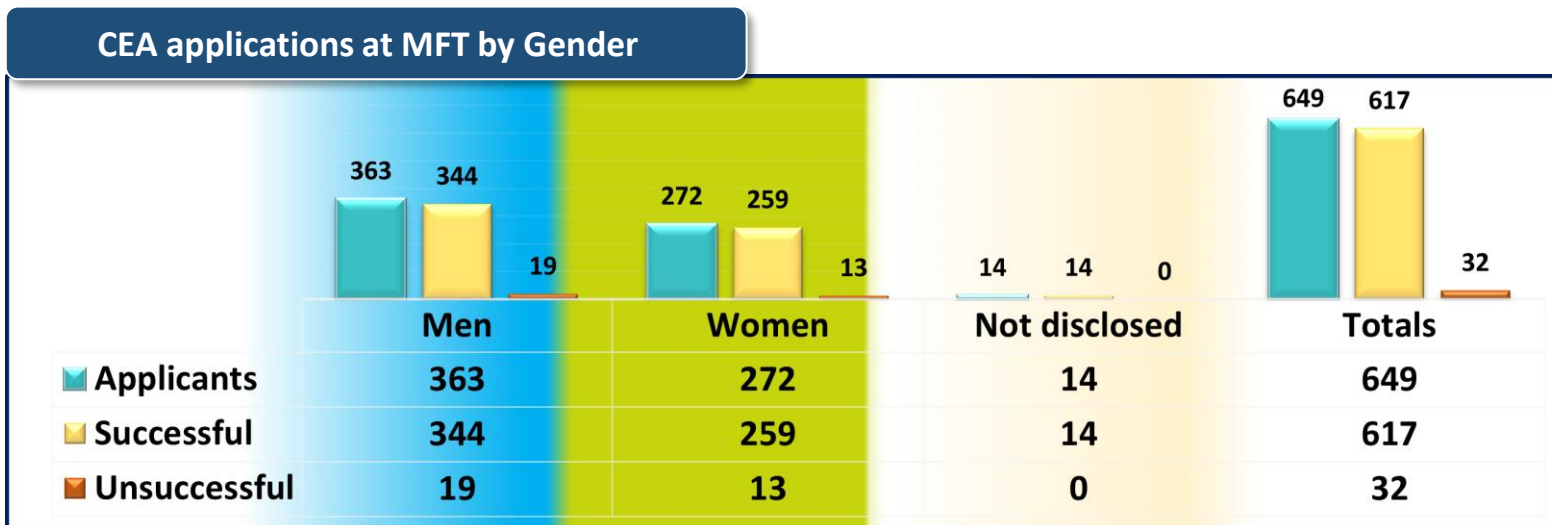
- Overall women occupy 68.10% of the highest paid jobs and 77.80% of the lowest paid jobs.
- Compared to MFT's overall workforce profile of 78.77% women and 21.23% men, the lower pay quartile is roughly proportionate and has decreased by 3% for women from the previous year.
- There has been a decrease of 2% in the number of women in the upper pay quartile and men overall occupy 32% of the highest paid jobs, this is a consistent over establishment for the last 5 years.
- The middle pay quartiles (2 and 3) show a slight over establishment of women, which has been roughly the same for the last 5 years.

# Gender Pay Gap – Bonus Received (2019-2023)

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.

Yearly Comparison (2019-2023)		
	Men receiving a bonus (Consultants Only)	Women receiving a bonus (Consultants Only)
2019	5.37%	0.64%
2020	4.69%	0.61%
2021	4.55%	0.62%
2022	4.17%	0.57%
2023	3.60%	0.50%

- Men remain more likely than women to receive a CEA (Men 3.60% and Women 0.5%). When we compare the percentage of women employed at 78.77% to the number of Men employed at 21.23% at the Trust, this is very disproportionate. This disparity has not changed in the last 5 years.
- If we focus on comparing just the men and women consultants, who are the only employees that receive CEAs, rather than calculating over the whole workforce, then the number of Consultants that receive bonus pay is, Men 25.6% and Women 17.5%, which is a gap of 8.1%.



- This data is extracted in December 2023
- The data graph shows that the number of women who apply for CEA is less in comparison to the men at MFT. out of the 50% of the total population of women who apply for CEAs, only 48% have a successful application, leading to the bonus pay gap at MFT.



MFT's Gender Pay Gap 2023 data has shown small changes when compared to the 2022 data. Men are still the minority in the workforce, so we need to review our talent attraction methods, alongside consultation with our communities and workforce, to address the balance and recruit more men.

A key underlying driver to the MFT Gender Pay Gap remains that despite women making up over three-quarters of the workforce, they are still in the minority in senior roles, particularly amongst the medical and dental workforce. To narrow the gap, we need to focus on increasing the proportion of women staff in the upper pay quartile, particularly women consultants, to reflect the MFT workforce gender profile. This year there has been a decrease in women staff in the upper pay quartile back to its approximate average, so exploration is needed to understand why these figures remain roughly consistent year upon year.

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 ensure equal pay for equal roles. This system reduces the risk of any equal pay issues arising.

MFT will use the findings of the Gender Pay Gap Report 2023 to inform workforce plans, attraction, and talent management strategies. The work will be overseen by the Group Executive Director of Workforce & Corporate Business and reported to the Workforce Scrutiny Committee.





Actions	By When	Responsible Team
Monitor the Gender Pay Gap data via EDI Dashboard 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
Develop an inclusive recruitment framework (including succession planning and talent attraction)	Ongoing	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	Ongoing	Medical Workforce Team
Encourage and support consultant applications to the national Clinical Excellence Awards.	Ongoing	Medical Workforce Team



## **We thank those responsible for compiling and reviewing the Gender Pay Gap report 2023:**

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Caron Martin, Associate Director for Equality, Diversity and Inclusion

Jismy Vellakunathu Kunjachan, Equality, Diversity and Inclusion Practitioner

Workforce Planning & Information Team

Manchester University NHS Foundation Trust (MFT) Board members

## **Date on which Gender Pay Gap was reported to the Board of Directors:**

January 2024

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**Date last updated : 25<sup>th</sup> March 2024**



**We would really appreciate feedback and suggestions for improvements on this report**

**Please contact the Equality Diversity & Inclusion Team via the email address below**

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