

Manchester University NHS Foundation Trust

Gender Pay Gap Report

2023-2024



Date published: 21st March 2025

Date last updated : 21st March 2025

Data submitted on portal: 21st March 2025



Page Number

Content

3	<u>Introduction</u>
4	<u>Timelines and Reporting Deadlines</u>
5	<u>Background and National Reporting Requirements</u>
6	<u>What Do the Calculations Mean?</u>
7	<u>Bonus Pay /Clinical Excellence Awards (CEAs)</u>
8	<u>Key Findings</u>
9	<u>MFT Workforce by Gender 2020-2024</u>
10	<u>MFT Workforce by Gender Pay Gap (2020-2024)</u>
11	<u>MFT Additional Workforce Gender Pay Analysis (2020-2024)</u>
13	<u>Quartile Band Changes from 2020 to 2024</u>
14	<u>Gender Pay Gap – Bonus Received (2020-2024)</u>
15	<u>Addressing the Gap at MFT</u>
16	<u>Action Plan for Next 12 Months</u>

This report sets out the Manchester University NHS Foundation Trust's (MFT's) Gender Pay Gap data for 2023-24, 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 30th 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 on:	<ul style="list-style-type: none"> • 31st March 2024
The data sources for MFT’s reporting against the Gender Pay Gap reporting requirements are:	<ul style="list-style-type: none"> • Electronic Staff Records (ESR) • Trac Recruitment System • MFT Clinical Excellence Awards (CEA) Portal
Not included within the scope of MFT’s Gender Pay Gap reporting are:	<ul style="list-style-type: none"> • Any member of staff not on Electronic Staff Record (ESR) or staff who are not on Retention of Employment (RoE) contracts managed through Sodexo • Resident Doctors who are managed through the Lead Employer (St Helen’s and Knowsley NHS FT) • Volunteers

The **Local Clinical Excellence Awards** (used to calculate Bonus pay) ceased to accept new applications as of April 1, 2024. Therefore, the data in this report only includes information for those receiving **National Awards** and includes data for individuals who received Local Awards before 2018, as they continue to receive them under protection.

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 30,000 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 of 31st March 2024.

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. In addition, the Trust has articulated the vision and priorities for improving EDI practice and health outcomes through the 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.

Bonus Pay /Clinical Excellence Awards (CEAs)



Bonuses or Clinical Excellence Awards (Local and National) paid to each full-pay relevant employee within the pay period that includes your snapshot date. Bonus pay includes the **CEAs**. CEAs are recognition programs for NHS consultants in the UK, designed to reward and recognise those who have made outstanding contributions to patient care, medical practice, leadership and innovation within the NHS. They aim to acknowledge and celebrate the extra efforts made by consultants that go beyond their basic duties. There are **two types** of CEAs:

Local CEAs	National Clinical Impact Awards (NCIAs),
These are awarded by individual NHS trusts or health boards, based on contributions to the local level of healthcare service.	Formerly known as the National CEA, recognising senior NHS clinicians for significant national or international contributions to healthcare policy, research, or practice. They are granted by the Advisory Committee on Clinical Impact Awards (ACCIA).
The amount is paid as a as a lumpsum amount	The amount is paid Monthly
Once received stays with the recipient until retirement	All awards are held for 5 years and can be re-applied for a new award
Processed within the Trust through an application process evaluated by a panel committee	Externally processed – the Trust's involvement is limited to sending the application. A list is provided to the Trust to check for any disciplinary actions against the nominee; if any are found, they are not considered for an award.
No new applications will be accepted from 1st April 2024. However, those who received a local award before 2018 will continue to receive it, as it is protected.	Active and ongoing for 5 years from the date of receipt.

If a consultant applies and is successful for both awards , then the national award supersedes a local one. So the same individual cannot get both local and National CEAs

The Local Clinical Excellence Awards ceased to accept new applications as of April 1, 2024. Therefore, the data in this report only includes information for those receiving national awards and also includes data for individuals who received local awards before 2018, as they continue to receive them under protection.

Salary Ranges

As of 31 March 2024, MFT Employed 30,159 Staff. Out of these **78.3%** were **women** and **21.7%** men.

This was **0.49% less women** in comparison to 2023 (78.77%). Whereas the percentage of **men increased by 0.47%** as of March 2024 (21.23% in 2023).

Bonus Pay

Men remain more likely than women to receive a CEA (bonus), **men received 3.13%** and **women received 0.44%** bonus in 2024.

Focusing exclusively on Men and women consultants, who are the only employees eligible for CEAs, **22.8% of men consultants (25.6% in 2023) received bonus pay**, compared to **15.22% of women consultants (17.5% in 2023)**, resulting in a **gap of 7.6%** (8.1% in 2023).

The percentage of men and women receiving bonus pay has steadily declined over the years. This is primarily due to changes in bonus schemes since 2018, which have introduced varying entry criteria each round, resulting in fewer applications. Additionally, the decline can be attributed to factors such as leavers and retirements.

The **Local Clinical Excellence Awards ceased** to accept new applications as of **April 1, 2024**. Therefore, the data in this report only includes information for those receiving National Awards and includes data for individuals who received Local Awards before 2018, as they continue to receive them under protection.

Overall Gender Pay Gap

As of 31st March 2024 gender pay gap at MFT was at **22.32%**, which is **0.33% less** in comparison to **previous year**.

Mean Bonus Pay

The mean bonus pay gap has **increased by 5.45%** in 2024.

Women at MFT are paid **30.85% less** mean bonus pay than men.

When comparing mean hourly bonus pay, **women are paid 69p** for every **£1 paid to men**.

There is a notable gender disparity in the receipt of Clinical Excellence Awards (CEAs) at the Trust, with men being more likely to receive a CEA—3.13% of men compared to just 0.44% of women.

Among **consultants, women** make up **43.42%** and **men 56.68%** of the **workforce**. This underscores the need for sustained efforts to address gender imbalances in both recognition and career advancement opportunities within the Trust.

Mean Pay Gap

The **mean hourly** gap has now **reduced by 0.33%**

Overall **women earn 78p** for every **£1** that **men** earn when comparing mean hourly pay. Their **mean hourly pay is 22.32% lower** than men's.

Median Bonus Pay

This year the gap has increased **0.03%**.

Women receive **33.33% less** median bonus pay than men. Overall **women earn 67p** for every **£1 that men** earn when comparing median bonus pay.

Median Pay Gap

The median hourly gap has remained the same as last year.

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.

Quartile Pay Bands

Overall **women occupy 66.0%** of the **highest paid jobs** and **76%** of the **lowest paid jobs**.

There has been a **decrease of 2%** in the number of women in the **upper pay quartile (66%)** and men overall occupy 34% which is an increase of 2% from previous year (32%), of the highest paid jobs.

The middle pay quartiles (2 and 3) show 85% of women occupying this quartile.

This disparity has not changed a lot in the last 5 years.

MFT Workforce by Gender 2020-2024



Snapshot Date: 31st March 2024

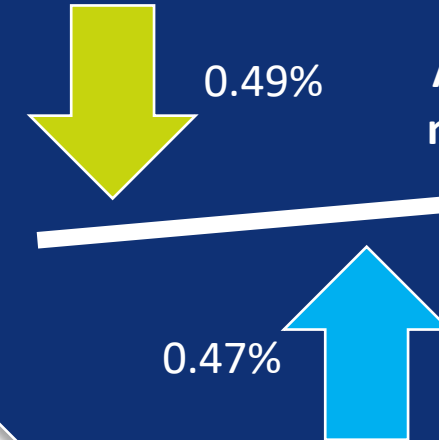
MFT Employed 30,159 Staff

Yearly Comparison (% of Men and Women in MFT)					
Gender	2019-2020	2020-2021	2021-22	2022-23	2023-24
Men	4,923 (20.4%)	5,767 (20.6%)	5,695 (20.44%)	6,136 (21.23%)	6,544 (21.7%)
Women	19,193 (79.6%)	22,350 (79.4%)	22,161 (79.56%)	22,768 (78.77%)	23,615 (78.3%)

MFT workforce by
Gender as of
March 2024

WOMEN 78.3%

MEN 21.7%



As of 31st March 2024, the number of women reduced by 0.49% , but the % of men increased by 0.47%, in comparison to 2023.

- As of 31st March 2024, MFT employed 30,159 staff, of which 78.3% (23,615) were Women and 21.7% (6544) Men.
- In 2023-24, the percentage of women (78.3%) decreased by 0.49% compared to 22-23 (78.77%), while the percentage of men (21.7%) increased by 0.47% from 21.23% in 2022-23.

MFT Workforce by Gender Pay Gap (2020-2024)



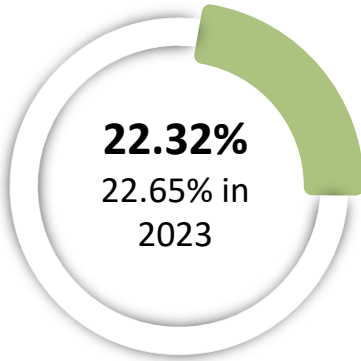
Snapshot Date 31st March 2024



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

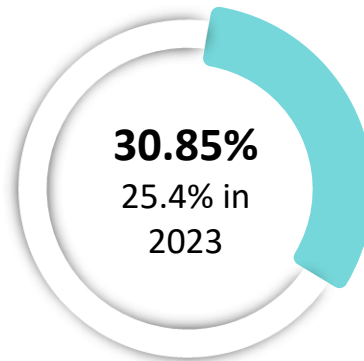
- A positive percentage shows that women have lower pay or bonuses than men in your organisation.
- A negative percentage shows that men have lower pay or bonuses than women in your organisation.
- A zero percentage shows that there is equal pay or bonuses between men and women in your organisation.

MEAN
HOURLY
PAY



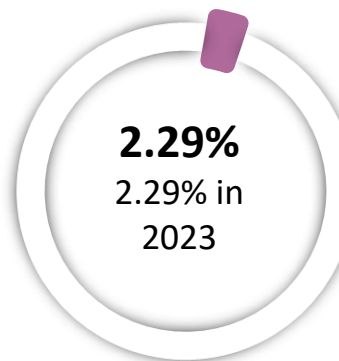
When using the mean (average), women are paid **22.32%** less than men. For every **£1** a man earns, a woman earns **78p**.

MEAN
HOURLY
BONUS



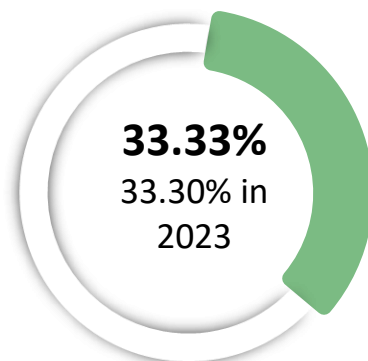
When using the mean (average), women receive **30.85%** less in bonus pay than men. For every **£1** a man receives in bonus pay, a woman receives **69p**.

MEDIAN
HOURLY
PAY



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

MEDIAN
HOURLY
BONUS



When using the median, women receive **33.33%** less bonus pay than men. For every **£1** a man receives in bonus pay, a woman receives **67p**.

2020	25.51%	25.47%	13.75%	33.33%
2021	24.17%	30.94%	12.25%	33.33%
2022	24.92%	30.28%	5.43%	50.00%
2023	22.65%	25.40%	2.29%	33.30%
2024	22.32%	30.85%	2.29%	33.33%

- The comparison table above shows MFT's Gender Pay Gap data for 2024 and the previous 4 years.
- We have made steady progress in reducing the gender pay gap since 2020.
- The Mean Gender Pay Gap has seen a small decrease of 0.33% since the previous year and the Mean Hourly Bonus pay has increased by 5.45%.
- The Median Gender Pay Gap is the same as last year (at 2.29%) and the Median hourly bonus pay gap this year has increased by 0.03%.
- The Local Clinical Excellence Awards ceased to exist for new applications from 1st April 2024. Hence, the data figures in this report for April 2023-March 2024 only shows data for those received an award before 2018 are still receiving them as they are protected.



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	2019-2020	2020-2021	2021-22	2022-23	2023-24
Men	743 (60.0%)	753 (59.2%)	840 (58%)	854 (56.7%)	899 (56.68%)
Women	495 (40.0%)	521 (40.8%)	607 (42%)	653 (43.3%)	690 (43.42%)

This data shows that while men hold a significantly higher percentage of consultant positions (56.68%) compared to women (21.70%) in the overall workforce, the proportion of women consultants is gradually increasing over time.

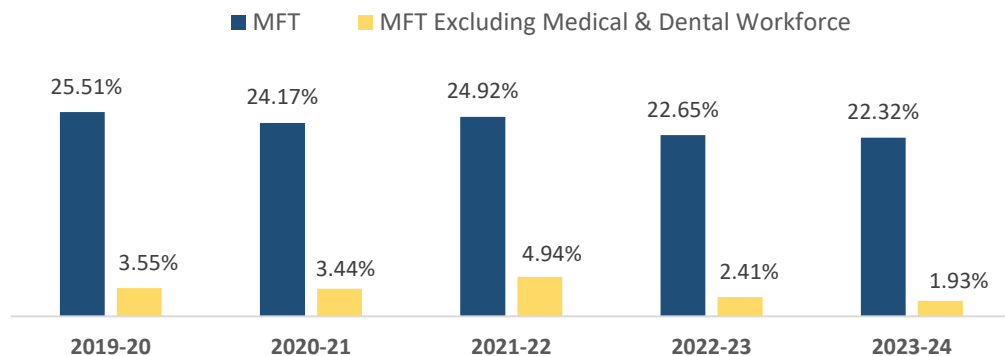
To better understand our Gender Pay Gap at MFT in addition to the national Gender Pay Gap reporting requirements we also investigate the impact of our Medical and Dental workforce on the Gender Pay Gap. This analysis is set out below:



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

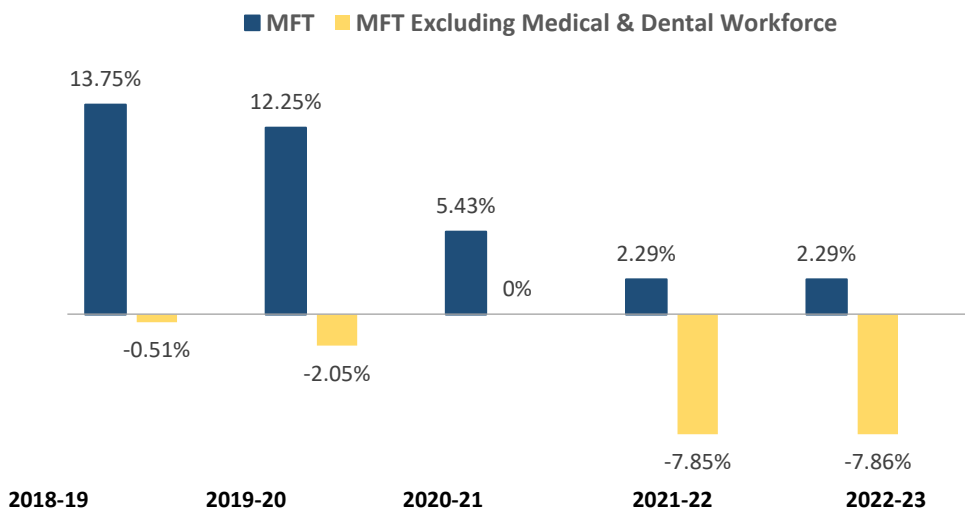
- A positive percentage shows that women have lower pay or bonuses than men in your organisation.
- A negative percentage shows that men have lower pay or bonuses than women in your organisation.
- A zero percentage shows that there is equal pay or bonuses between men and women in your organisation.

Mean Gender Pay Gap



Mean Gender Pay Gap					
	2019-20	2020-21	2021-22	2022-23	2023-24
MFT	25.51%	24.17%	24.92%	22.65%	22.32%
MFT Excluding Medical & Dental Workforce	3.55%	3.44%	4.94%	2.41%	1.93%

Median Gender pay Gap



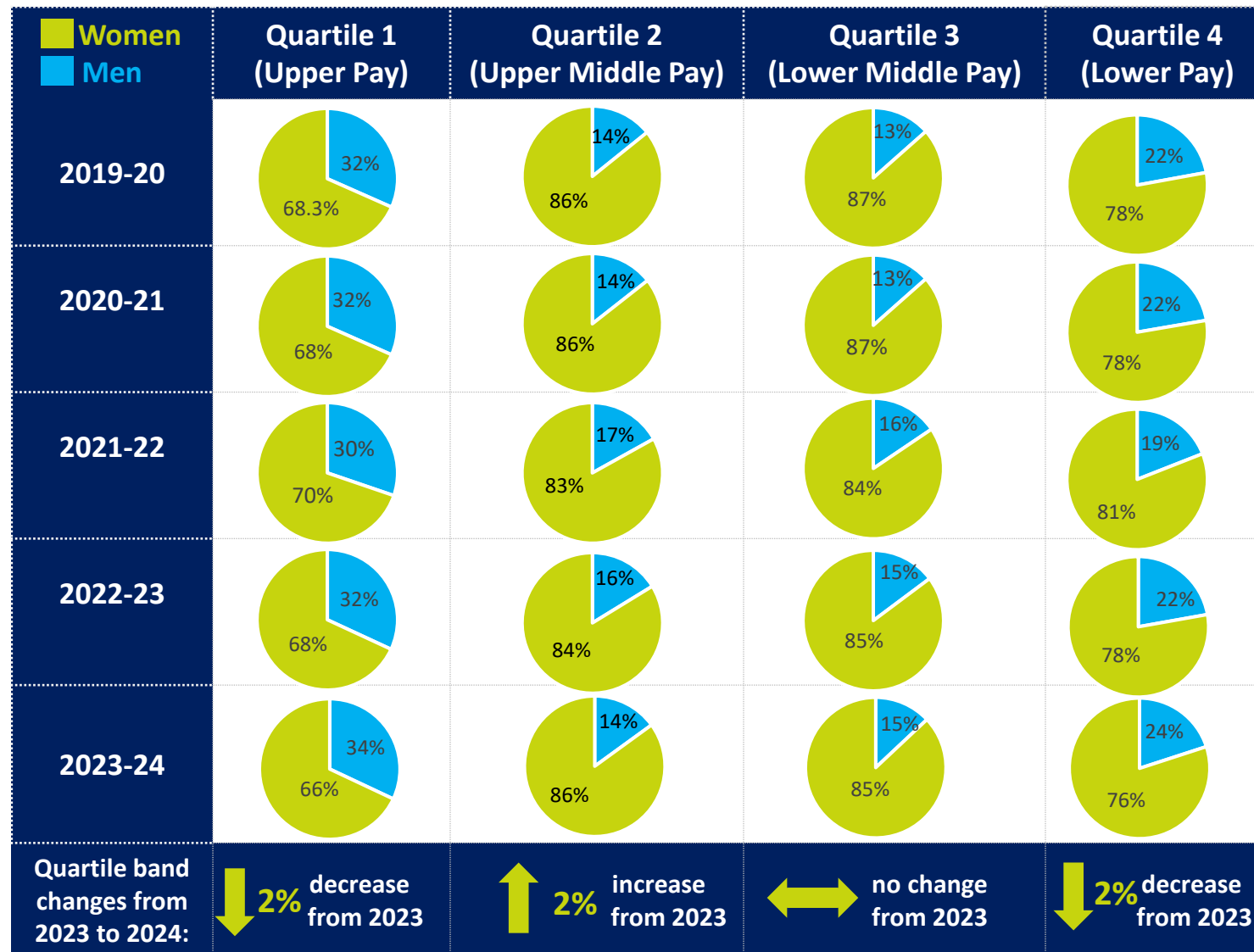
Median Gender Pay Gap					
	2019-20	2020-21	2021-22	2022-23	2023-24
MFT	13.75%	12.25%	5.43%	2.29%	2.29%
MFT Excluding Medical & Dental Workforce	-0.51%	-2.05%	0%	-7.85%	-7.86%

• 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 consultants who are men. MFT therefore also monitors the gender profile of our consultant workforce.

Quartile Band Changes from 2020 to 2024

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.



i 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 **66% of the highest paid jobs** and **76% of the lowest** paid jobs.
- Compared to MFT's overall workforce profile of 78.7% women and 21.7% men, the lower pay quartile is roughly proportionate and has decreased by 2% 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 34% of the highest paid jobs, this is 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.



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 (2020-2024)		
	Men receiving a bonus (Consultants Only)	Women receiving a bonus (Consultants Only)
2020	4.69%	0.61%
2021	4.55%	0.62%
2022	4.17%	0.57%
2023	3.60%	0.50%
2024	3.13%	0.44%

The data on this page shows that:

- Men (3.13%) remain more likely than women 0.44% to receive a CEAs. When compared the percentage of women employed at 78.3% to the number of Men employed at 21.7% at the Trust, this is very disproportionate. This disparity has not changed in the last 5 years.
- Focusing exclusively on Men and Women consultants, who are the only employees eligible for CEAs, 22.8% of men consultants (25.6% in 2023) receive bonus pay, compared to 15.22% of women consultants (17.5% in 2023), resulting in a gap of 7.6% (8.1% in 2023).
- The percentage of men and women receiving bonus pay has steadily declined. This is primarily due to changes in bonus schemes since 2018, which have introduced varying entry criteria each round, resulting in fewer applications. Additionally, the decline can be attributed to factors such as leavers and retirements.
- Local Clinical Excellence Awards ceased to exist for new applications from 1st April 2024. Only those who received an award before 2018 (local and national pre-2018 CEAs) will still be receiving the awards as they are protected, this is another reason for reducing percentage of men and women receiving bonus pay.

CEA applications at MFT by Gender

- Applicants
- Successful
- Unsuccessful

No data available

- Since there were no CEAs processed in 2024, the CEA application (applied/successful/unsuccessful) data for previous period (April 2023 to March 2024) is not available.



The findings of the Gender Pay Gap Report 2024 will inform workforce plans, attraction, and talent management strategies. 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.

We will;

- Review the systems, processes and reporting mechanisms in our talent attraction service, alongside consultation with our communities and workforce, to begin to address the gender balance.
- Develop initiatives as part of our talent enablement plan to support more women 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.
- Continue to apply the national NHS pay frameworks of Agenda for Change (AfC) and conditions for medical and dental staff. This will continue to ensure 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.
- Track the process and impact of the National Clinical Excellence Awards (CEAs) to ensure they are accessible to all consultants, while encouraging and supporting consultant applications.
- Monitor the Gender Pay Gap data via EDI Dashboard to ensure the Trust is taking appropriate action to reduce the Gender Pay Gap. This will include categorising reporting data by job roles, services and banding to identify any potential disparities.

The plan will be overseen by a revised governance and membership of the Equality, Diversity and Human Rights operational subgroup, Trust Equality, Diversity and Human Rights Committee (TEDHRC) and reported to the Workforce Education and Management Committee (WEMC) and People Board Committee (PBC).

We thank those responsible for compiling and reviewing the Gender Pay Gap report 2024:

Caron Martin, Associate Director for Equality, Diversity and Inclusion

Jismy Vellakunathu Kunjachan, Equality, Diversity and Inclusion Practitioner

Workforce Planning & Information Team

Medical Workforce Team

Manchester University NHS Foundation Trust (MFT) Board members

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

February 2025

Date published: 21st March 2025

Date last updated : 21st March 2025



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

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

equality@mft.nhs.uk

