

Gender Pay Gap Report

(March 31st 2020 snapshot)

1. What is a gender pay gap report?

Gender pay reporting legislation requires employers with 250 or more employees to publish statutory calculations every year showing how large the pay gap is between their male and female employees. The data in this report is based on a snapshot taken on 31st March 2020.

Gender pay reporting 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.

The gender pay gap shows the difference in the average pay between all men and women in a workforce. Generally, the average pay of women is lower than that of men and this tends to be because there are fewer women in senior high earning positions in organisations than men. Whilst a workforce may be predominantly female, if the most senior positions are taken up by men, the average pay of women in that organisation could well be lower.

2. The gender pay gap indicators

An employer must publish six calculations showing their:

- Average gender pay gap as a mean average
- Average gender pay gap as a median average
- Average bonus gender pay gap as a mean average
- Average bonus gender pay gap as a median average
- Proportion of males receiving a bonus payment and proportion of females receiving a bonus payment
- Proportion of males and females when divided into four groups ordered from lowest to highest pay.

3. What is meant by 'pay'

It is important to understand what is meant by 'pay' in order to carry out the calculations set out in the Regulations. Pay will include:

- basic pay
- full paid leave including annual, sick, maternity, paternity, adoption or parental leave (except where an employee is paid less than usual or nothing because of being on leave)
- bonus pay
- recruitment and retention allowances
- shift premium pay, defined as the difference between the basic pay and any higher rate paid for work during different times of the day or night
- pay for piecework.

Pay will not include:

- overtime pay
- expenses (payments made to reimburse expenditure wholly and necessarily incurred in the course of employment, e.g. mileage for use of vehicle)
- remuneration in lieu of leave
- the value of salary sacrifice schemes
- benefits in kind (e.g. child care vouchers)
- redundancy pay and tax credits.

4. Torbay and South Devon NHS Foundation Trust Workforce Context

Other than for Medical and Dental (M&D) staff all jobs are evaluated using the National Agenda for Change (AfC) job evaluation scheme. Job evaluation determines the value of a job in relation to other jobs in an organisation in order to establish a rational pay structure and therefore evaluates the job and not the post holder and therefore has no reference to gender or any other protected characteristics of current or potential post holders. Aside from our Executive Directors and a small number of other senior roles (plus M&D as mentioned above) all remuneration is made in accordance with AfC national pay bands.

The current gender split for the overall workforce is 78.28% female and 21.72% male.

Average Gender Pay Gap

a) Average gender pay gap as mean average (All applicable TSDFT staff)

	Male	Female	% difference
Mean hourly rate 2018	£18.76	£14.85	20.84%
Mean hourly rate 2019	£18.89	£15.22	19.44%
Mean hourly rate 2020	£19.51	£15.72	19.41%

b) Average gender pay gap as median average (All applicable TSDFT staff)

	Male	Female	% difference
Median hourly rate 2018	£14.16	£13.10	7.49%
Median hourly rate 2019	£14.21	£13.29	6.49%
Median Hourly rate 2020	£14.73	£13.83	6.09%

c) Average gender pay gap as mean average (Split between AfC/Other and Medical & Dental)

Mean hourly rate	Male	Female	% difference
AfC 2018	£13.90	£13.88	0.14%
AfC 2019	£14.25	£14.31	-0.42%
AfC 2020	£14.76	£14.79	-0.20%
M&D 2018	£36.99	£31.94	13.65%
M&D 2019	£37.20	£32.60	12.37%
M&D 2020	£37.53	£33.06	11.91%

d) Average gender pay gap as median average (Split between AfC/Other and Medical & Dental)

Median hourly rate	Male (AfC)	Female (AfC)	% difference
AfC 2018	£10.60	£12.57	-18.58%
AfC 2019	£11.93	£12.77	-7.04%
AfC 2020	£12.38	£12.46	-0.65%
M&D 2018	£37.92	£28.29	25.40%
M&D 2019	£38.32	£28.34	26.04%
M&D 2020	£39.44	£27.73	29.69%

Average Bonus Gender Pay Gap

a) Average bonus gender pay gap as mean average

Bonus Mean	Male	Female	% diff
2018	£13,514	£10,992	18.66%
2019	£15,273	£12,123	20.62%
2020	£14,379	£11,107	22.76%

b) Average bonus gender pay gap as median average

Bonus (median)	Male	Female	% diff
2018	£8,632	£7,750	11.38%
2019	£8,633	£6,975	19.21%
2020	£9,048	£8,583	5.14%

c) Percentage of staff receiving a bonus

Bonus (%)	Male	Female
2018	5.69%	0.77%
2019	5.78%	0.76%
2020	5.33%	0.70%

Quartiles

a) Proportion of males and females when divided into four groups ordered from lowest to highest pay

2020	Male	Female
Lower	22%	78%
Lower middle	20%	80%
Upper middle	16%	84%
Upper	29%	71%

5. Office for National Statistics Benchmark 2020

The following data is from the Office for National Statistics ¹

Organisation	Mean Paygap (excluding bonus pay)	Median Paygap (excluding bonus pay)
TSDFT	19.41%	6.09%
Hospital Sector	24.6%	12.9%
National (All types of employers)	16.3%	17.4%

6. Summary of results

Average gender pay gap

The overall percentage variance for the average hourly rate of pay as a mean average is low at 19.41% and this is further reduction from last year which was 19.44%. This calculation is based on the average hourly rate of 5118 female staff compared to 1420 male staff; because the average is calculated over different numbers of staff (there are almost 4 times more female staff), some variance is to be expected.

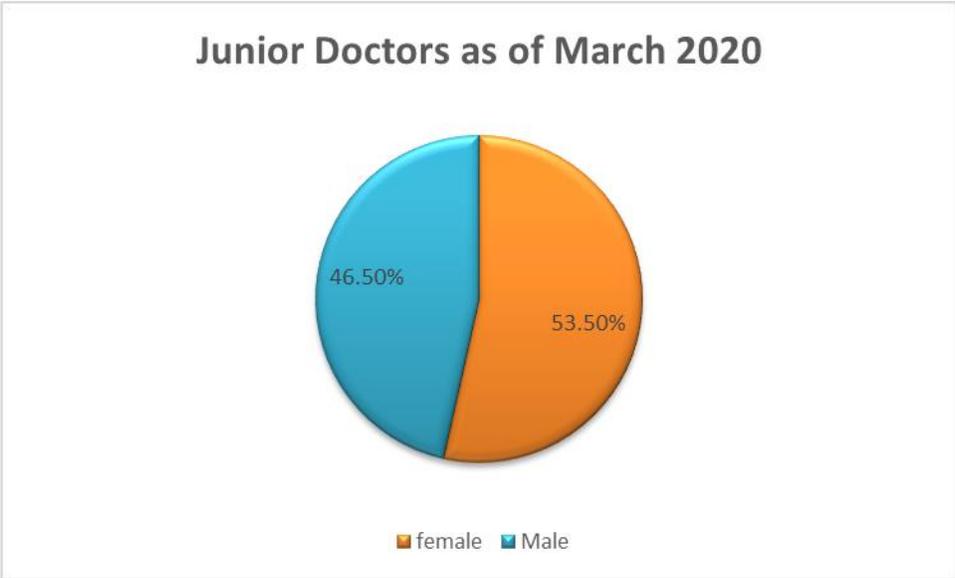
The percentage variance for the median hourly rate of pay is just over 6%. This calculation is based on the average hourly rate at the mid-point for each gender group. This can be more indicative than the average hourly rate of pay as it is not impacted much by the female to male ratio.

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<https://www.ons.gov.uk/employmentandlabourmarket/peopleinwork/earningsandworkinghours/datasets/annualsurveyofhoursandearningsashegenderpaygaptables>

However further investigation has shown that when Medical and Dental staff are removed from the calculations then the gender pay gap is in favour of female staff. It is the inclusion of our Consultant Body which shows to have a significant impact on the figures, as the majority of our senior consultants are predominantly male (146 male to 92 female consultants) and have a significant number of years seniority.

From analysis we believe that the pay gap for our medical staff will reduce over time, the legacy of a predominantly male Consultant body is slowly changing and this is demonstrated by the current Junior Doctor employees which shows a higher number of female employees compared to male:



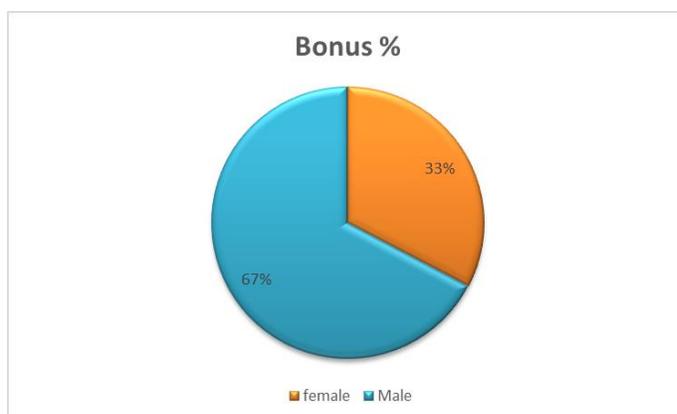
(Junior Doctors employed by TSDFT as of March 2020)

Therefore, this trend analysis leads us to believe that over time our male to female ratio gap for our consultant body will reduce and hence so will the pay gap. This trend analysis can already be seen from our GPG report of the last 4 years.

Average bonus gender pay gap

As an NHS organisation the only pay elements that fall under the bonus pay criteria for the purposes of the gender pay gap are Distinction Awards, Discretionary Points and Clinical Excellence Awards (CEAs). These are only applicable to certain groups of Medical and Dental staff.

The percentage of staff receiving a bonus can be misleading as this is based on the total number of staffs in each gender group for all staff, not just Medical and Dental staff (to whom this only applies). Therefore, we have calculated the percentage of staff receiving a bonus based on only those medical and dental staff who would be applicable and the results are as follows:



The Median average bonus pay gap has had a significant drop in this year's report, this could be due to over 850 leavers and retirees 21% of who are medical and dental staff. From these figures 11 of whom were senior Medical and Dental staff being paid at the top of their pay band receiving the pre-2018 Clinical Excellence Awards (CEA). This reduction from top level staff and their CEA bonuses would have resulted in a significant reduction in the bonus pay. As many of our senior consultants leave they also take with them their CEA awards which can vary between £3,000 and £30,000 dependant on their award level. The reduction is a positive step and helps to bolster the theory around many of the senior consultants are male and as they leave the medical and dental pay gap will reduce.

6. Closing the Gender Pay Gap

The issues that surround the gender pay gap and its reporting can be complex and the causes are a mix of work, family and societal influences. As an employer we can only influence those factors associated with work however research shows that a more diverse and inclusive workforce helps organisations by bringing new skills, creativity and innovation, sounder decision making and higher staff satisfaction and retention.

As a Trust we welcome the introduction of gender pay gap reporting and are fully supportive of equality of opportunity within our workforce. We recognise that this data tells us that there is further work to be undertaken to achieve that equality of opportunity. But we acknowledge that there could be greater representation in the senior clinical roles which drive the greatest variances in this report.

It is also important to recognise where external changes are also supporting the reduction in the gender pay gap we can see the new local CEAs awarded from April 2018 are non-pensionable and paid annually by lump sum; these are awarded for 2 years. Existing local CEAs awarded prior to April 2018 will remain consolidated and pensionable and will be retained until such time they retire.

Next Steps:

- Target female employees to take advantage of initiatives such as the Leadership Academy, which would help them develop their skills and potentially give them the confidence and encouragement to apply for more senior roles
- The current NHS medical workforce has a far greater proportion of men though, at Junior Doctor level, the numbers are more equal. As these trainees qualify to become consultants this will help balance out the male to female ratio.
- Continuing to encourage existing female consultants to apply for New Clinical Excellence Awards
- Continue to support our Junior Doctors and continue to be a champion for the less than full time training, this allows a more diverse, sustainable and resilient work force. Health Education England (HEE) are introducing further specialities to the less than full time training schedule which will continue to increase the flexibility into Higher Physicianly specialties, Radiology, Psychiatry and Intensive Care Medicine.

We have a robust recruitment process and diversity and inclusion is embedded into this, and all our policies. We will continue to recruit on merit in a fair, open and transparent manner. We also have family friendly policies with a range of agile working patterns including support for women returning to work and a Champion of Flexible Training for junior doctors. We continue to look for areas of improvement and development and as Trust are working hard to ensure we are working towards reducing and minimising any gender pay gaps.