

## Milton Keynes University Hospital NHS Foundation Trust Gender Pay Gap Report (as at 31 March 2018)

### 1. Average (mean) and median hourly rates

Gender	Avg. Hourly Rate (£)	Median Hourly Rate (£)
Male	21.52	16.07
Female	15.46	13.81
Difference	6.06	2.26
Pay Gap %	28.1%	14.1%

- 1.1 The average hourly rate of pay is calculated from a specific pay period, 31 March 2018. The hourly rate is calculated for each employee based on 'ordinary pay' which includes basic pay, allowances and shift premium pay.
- 1.2 The median hourly rate of pay is also calculated from the same specific pay period, 31 March 2018. The median rate is calculated by selecting the average hourly rate, at mid-point, for each gender group.
- 1.3 The percentage variance for the average hourly rate of pay is 28.1%. This calculation is based on the average hourly rate of 2956 female staff compared to 726 male staff; because the average is calculated over a wider distribution of staff (there are 4 times more female staff), some degree of variance is to be expected.
- 1.4 The percentage variance for the median hourly rate of pay is 14.1%. For MKUH, statistically, this is more indicative than the average hourly rate of pay as it is not impacted as much by the female to male ratio. When reviewing the variance, consideration will need to be given to the variety of roles within the organisation.
- 1.5 Agenda for Change and other NHS pay grade structures and terms and conditions of service are nationally set tariffs and progression through pay increments (where applicable) is applied in line with policy for all staff. Therefore, the gender pay gap, when calculated in this manner should be negligible and attributable to many of the factors outlined within the conclusions of this report.

### 2. Average (mean) and median bonus payments

Gender	Avg. Pay (£)	Median Pay (£)
Male	11,674.31	8,361.90
Female	6,216.70	3,427.72
Difference	5,457.62	4,934.18
Pay Gap %	46.7%	59.0%

- 2.1 As an NHS organisation the only pay elements that fall under the bonus pay criteria are annually awarded local Clinical Excellence Awards (or discretionary points for Specialty and Associate Specialist grades) which are only applicable to certain groups of medical and dental staff.

- 2.2 Average bonus pay is calculated from the total bonus pay period received in the 2017/18 financial year (01 April 2017 to 31 March 2018); the median values are based on the mid-point of all staff receiving bonus pay, per gender.
- 2.3 The percentage variance for the bonus hourly rate of pay is just over 46.7% while the percentage variance for the median bonus hourly rate of pay is just over 59.0%. The pay elements that are used in this calculation are awarded as a result of recognition of excellent practice, innovation and/or medical research, over and above contractual requirements. The selection criteria by which applications are assessed during the pre-panel award process is considered fair and equitable.

### 3. Proportion of male and female receiving a bonus payment

Gender	Employees Paid Bonus	Total Relevant Employees	%	Relevant E'ees - Consultants and Associate Specialists	%
Female	26	4043	0.64%	75	34.67%
Male	53	1287	4.12%	133	39.85%

- 3.1 This calculation expresses the number of staff receiving bonus pay as a percentage of the total number of staff, and also as a percentage of the number of relevant employees that could be eligible for a bonus payment in each gender group.
- 3.2 As outlined in section 2, the only pay elements that fall under the bonus pay criteria are annually awarded local Clinical Excellence Awards which are only applicable to certain groups of medical and dental staff.
- 3.3 Bonus pay applies to just under 1.5% of all staff employed by MKUH and the gender split for this group of staff (medical and dental) is broadly replicated on a national scale. While these data are of relevance to MKUH, they are less significant than the gap shown for average and median rates. Nevertheless, the Trust recognises that it can take steps to redress this imbalance locally.
- 3.4 38.0% (79) of the total relevant number of employees (consultants and associate specialists - 208) received a bonus. Of the total relevant number of employees (consultants and associate specialists) who received a bonus, 12.5% are female and 25.5% are male.

### 4. Proportion of male and female in each pay quartile (ordinary pay)

Quartile	Female	Male	Female %	Male %
1 - Lower	738	180	80.39	19.61
2 - Lower middle	790	131	85.78	14.22
3 - Upper middle	808	113	87.73	12.27
4 - Upper	620	302	67.25	32.75

- 4.4 In order to create the quartile information all staff are sorted by their hourly rate of pay, this list is then split into 4 equal parts (where possible). Number of employees Q1 = Low, Q4 = High

- 4.5 The total staff analysed comprises a headcount of 3682 MKUH employees as at 31 March 2018.
- 4.6 When reviewing the quartile information it is important to take into account the types of roles available within the organisation and the different gender splits that occur within specific roles.
- 4.7 The highest variances for the quartiles when compared to the overall Trust value are in the lower and upper quartiles.
- 4.8 There is a higher proportion of female staff in the first three; included in these are administrative and clerical, ancillary staff, allied health professionals, nursing and midwifery and professional and technical staff groups that have a higher proportion of female staff which is reflected in the calculation.
- 4.9 The lower quartile is more representative of the Trust as a whole with less of a variance.
- 4.10 The upper quartile has a higher proportion of male staff. The variance in this quartile is mainly due to significantly different gender splits in medical staffing and managerial roles in the Trust; this is countered by a greater proportion of female staff in the scientific and nursing staff groups. The Trust recognises that it needs to do more to bring women into the medical workforce and into senior management positions.

## **5. Conclusions and recommendations**

- 5.1 In order to get a clearer understanding of the reasons for the reported pay gap, the Trust intends to carry out effective gender monitoring in three broad categories: monitoring of recruitment and progression; monitoring of take-up and impact of flexible working; and monitoring of reward.
- 5.2. Other indicators of this agenda will help the Trust to close its gaps in this regard but caution must be exercised so as not to disadvantage particular groups by focusing too intently on gender pay.
- 5.3 The Trust also intends to give further consideration to its gender pay gap outcomes and individual level data, and will look to develop interventions to support all genders to make career choices that will help improve the pay gap. Recommendations and actions will be taken forward through the equality, diversity and inclusion forum which oversees activity in support of all of the protected characteristics, including race, disability, sexual preference, age and gender.
- 5.4 The Trust recognises that it needs to do more to bring women into the medical workforce and into senior management positions, and in accordance with recommended actions which other Trusts have found effective, the Trust intends to:
  - Renew efforts in utilising women's networks to encourage more women to apply for our roles.
  - Explore the appointment an Inclusion Manager and set up an equality, diversity and inclusion strategic group whose remit will include the monitoring of talent management processes (recruitment and promotion) to make sure that the representation of women in the organisation is a focus.

5.5 Oversight of the equality, diversity and inclusion agenda is provided primarily through the Trust's Workforce Board.

At Milton Keynes University Hospital NHS Foundation Trust, we continue to actively participate in opportunities that will support our commitment to building an inclusive culture to ensure we improve diversity and inclusion at all levels.

I confirm that the information contained in this report is accurate.

**Joe Harrison**  
**Chief Executive**