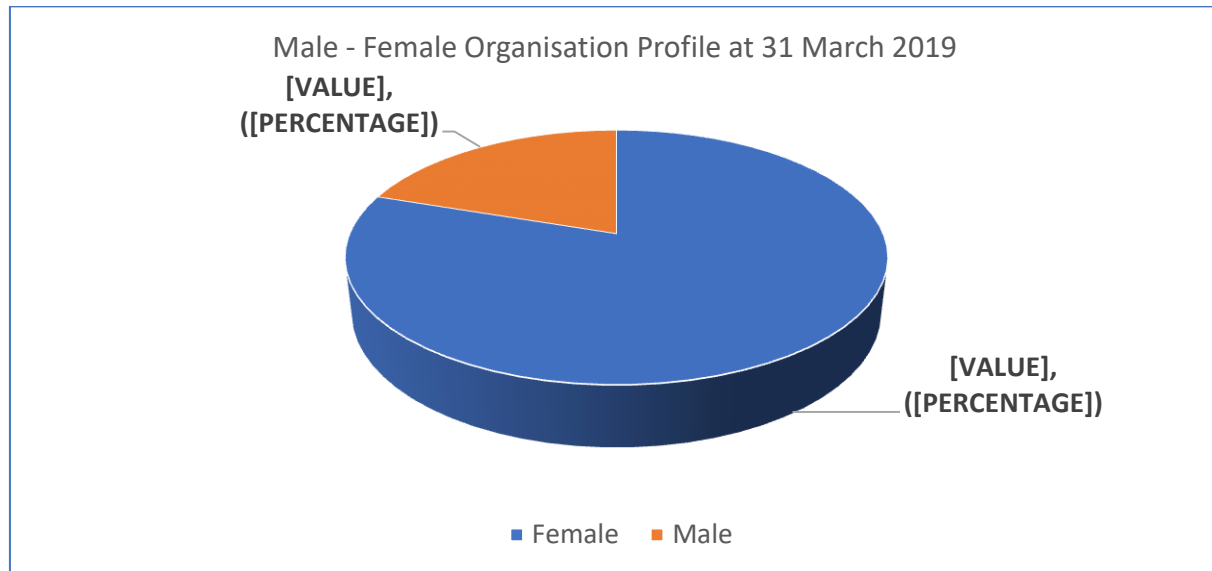


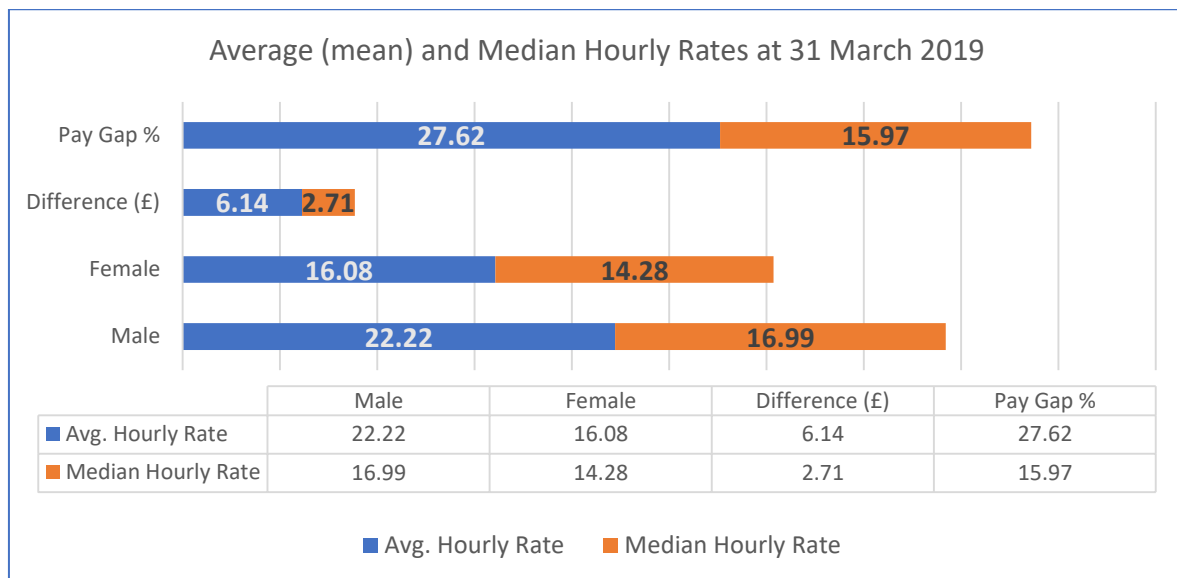
## Milton Keynes University Hospital NHS Foundation Trust Gender Pay Gap Report as at 31 March 2019, published March 2020)

### 1. Gender Profile at 31 March 2019



The male – female gender profile of the Trust at 31 March 2019 is 20% (749) male and 80% (3023) female.

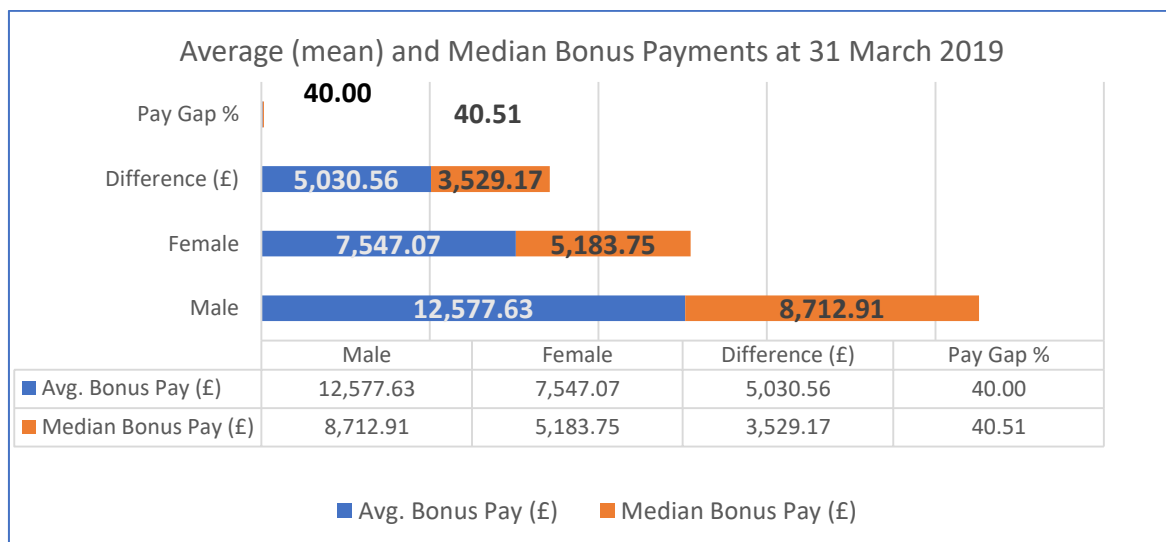
### 2. Average (mean) and median hourly rates



- 2.1. The Average hourly rate of pay is calculated from a specific pay period, 31 March 2019. The hourly rate is calculated for each employee based on 'ordinary pay' which includes basic pay, allowances and shift premium pay.
- 2.2. The median hourly rate of pay is also calculated from the same specific pay period, 31 March 2019. The median rate is calculated by selecting the average hourly rate at mid-point for each gender group.

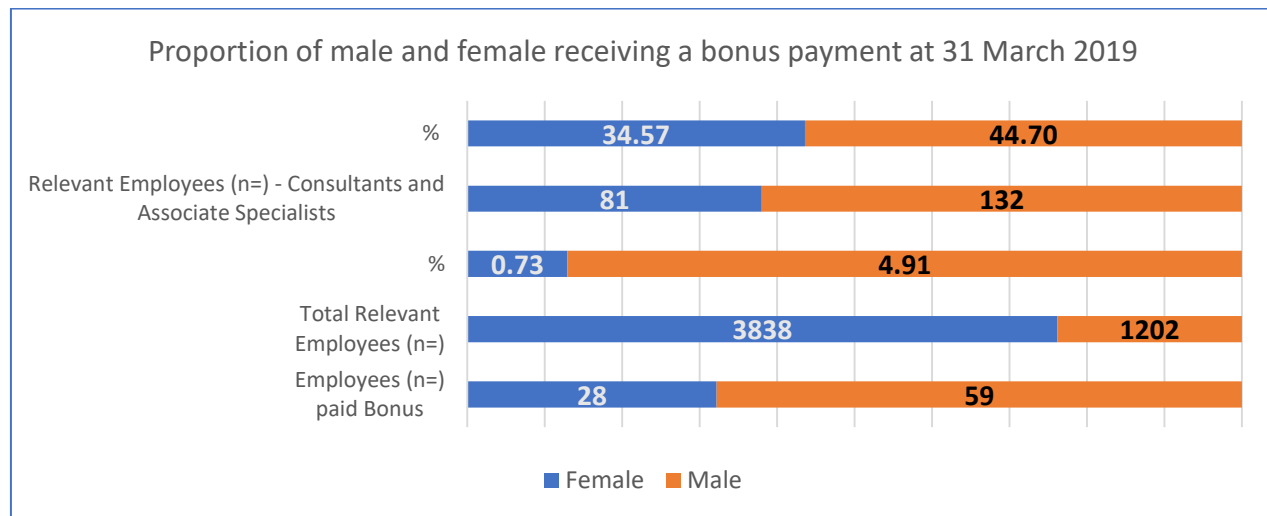
- 2.3. The percentage variance for the average hourly rate of pay (rounded to one decimal place) is 27.6%. This calculation is based on the average hourly rate of pay of 3023 female staff compared to 749 male staff. Since the average is calculated over a wider distribution of staff (4 times more female than male staff), some degree of variance is to be expected.
- 2.4. The Percentage variance for the median hourly rate of pay (rounded to one decimal place) is 16%. For MKUH statistically this is more indicative than the hourly rate of pay as it is not impacted as much by the female to male ratio. Consideration to the variety of roles within the Organisation will need to be given when reviewing the variance.
- 2.5. Agenda for Change (AfC), other NHS pay grade structures and Terms and Conditions of Service are Nationally set tariffs. Progression (where applicable) through pay increments is applied in line with policy for all staff. When calculated in this manner, the gender pay gap should be negligible and may be attributed to factors highlighted within the conclusions of this report.

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



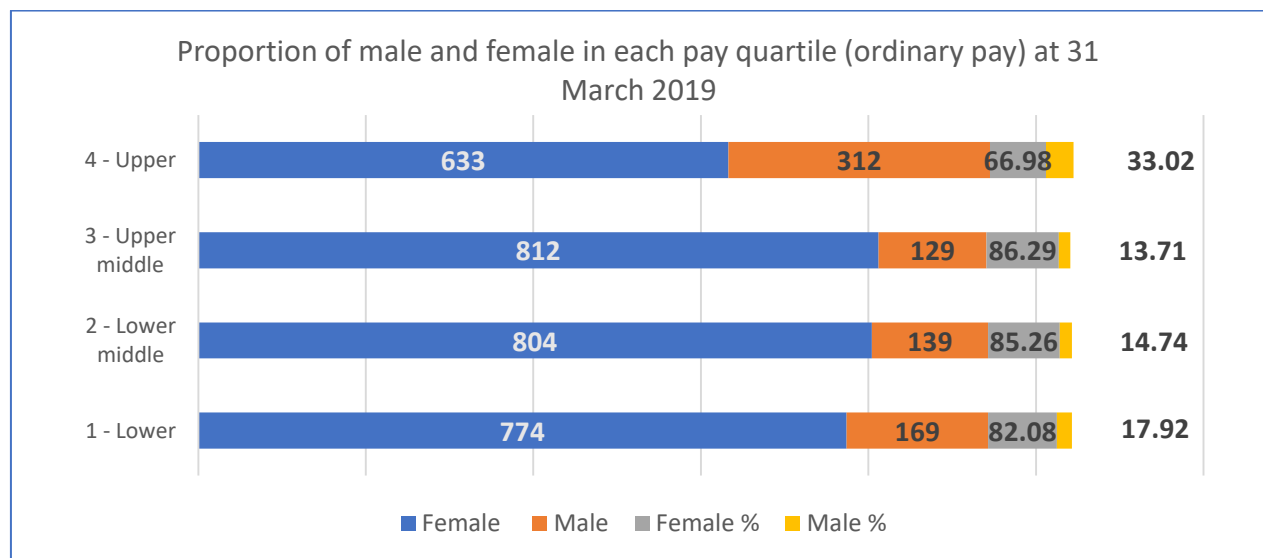
- 3.1. As an NHS Organisation the pay elements that fall under the bonus pay criteria are annually awarded local Clinical Excellence Awards (or Discretionary points for Specialty and Associate Specialist Grades) and are only applicable to certain groups of Medical and Dental Staff.
- 3.2. Average bonus pay is calculated from the total bonus pay period received in the 2019 financial year (01 April 2018 to 31 March 2019). The median values are based on the mid-point of all staff receiving bonus pay by each gender group.
- 3.3. The percentage variance for the bonus hourly rate of pay (rounded to one decimal place) is 40.0% while the percentage variance for the median bonus hourly rate of pay (rounded to one decimal place) is 40.5%. The pay elements 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.

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



- 4.1. This calculation expresses the number of staff receiving bonus pay as a percentage of the total number of staff and as a percentage of the number of relevant employees who could be eligible for a bonus payment in each gender group.
- 4.2. As above, the pay elements that fall within the eligibility for bonus pay criteria are annually awarded local Clinical Excellence Awards which are only applicable to certain groups of Medical and Dental Staff.
- 4.3. Bonus pay applies to just over 1.7% of all staff employed by MKUH. The gender split for this group of medical and dental staff is broadly replicated on a national scale. Whilst these data are of relevance to MKUH, they are less significant than the gap shown for average and median rates. This said, the Trust recognises that it can take steps locally to redress this imbalance.
- 4.4. A total of 40.8% of 213 relevant employees received a bonus. Of the total relevant number of employees who were paid a bonus, 13.1% (n=28) are female and 27.7% (n=59) are male.

## 5. Proportion of male and female in each pay quartile (Ordinary Pay)



5.1. 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.

5.1.1. Quartile 1 – Lower: Includes all employees whose standard hourly rate places them at or below the lower quartile.

5.1.2. Quartile 2 – Lower middle: Includes all employees whose standard hourly rate places them above the lower quartile but at or below the median quartile.

5.1.3. Quartile 3 – Upper middle: Includes all employees whose standard hourly rate places them above the median quartile but at or below the upper quartile.

5.1.4. Quartile 4 – Upper: Includes all employees whose standard hourly rate places them above the upper quartile.

5.2. The total staff analysed comprises a headcount of 3772 MKUH employees as at 31 March 2019.

5.3. When reviewing the quartile information, it is important to note / take account of the variety and types of roles available within the organisation and the distribution by gender within specific roles.

5.4. The highest variances for quartiles for the Trust overall is found within the Lower and Upper Quartiles.

5.5. There is a higher proportion of female staff in Quartiles 1, 2 and 3. Included within this group are Administration and Clerical staff, Ancillary Staff, Allied Health Professions, Nursing and Midwifery and Professional and Technical Staff Groups. A higher proportion of staff within these groups are female.

5.6. The Lower Quartile being 82.1% female and 15.9% male is largely unchanged from 2018 and remains broadly representative of the overall Trust Gender Profile.

- 5.7. The Upper Quartile (Q4) has a higher proportion of male staff and again remains largely unchanged from 2018 (32.8%). The variance in this quartile is generally attributable to the significant male-female gender differential amongst medical staff and Senior Leadership / Managerial roles within the Trust. This is countered by a higher proportion of female staff within the Scientific, Nursing and Midwifery staff groups.

## **6. Conclusions and Recommendations**

- 6.1. To build upon work already commenced to gain understanding of the reasons for the reported gender pay gap the Trust will continue to encourage participation and uptake of the 'P2P Listening Service'
- 6.2. Monitor:
- 6.2.1. Recruitment and Selection
  - 6.2.2. Progression and Talent Management
  - 6.2.3. Uptake and impact of Flexible Working
  - 6.2.4. Monitoring of Reward and Bonus Awards / allocations
- 6.3. The Trust will identify areas for focus internally and externally through e.g. Women in Technology and development of Divisional level Action plans
- 6.4. Encouraging female career progression through coaching and mentoring
- 6.5. Support development and as applicable, establishment of Staff Networks:
- 6.5.1. Women
  - 6.5.2. Disability and Allies
  - 6.5.3. LGBT+ (Lesbian, Gay, Bisexual, Transgender+)
  - 6.5.4. BAME (Black, Asian and Minority Ethnic)
- 6.6. Review the Flexible Working Policy to explore and offer a range of flexible working options
- 6.7. Reporting on Gender and other Equality and Diversity data following successful appointment in 2020 to the role of Head of Equality Diversity and Inclusion
- 6.8. Continue to offer internal and external Senior Management Development Programmes for all Managers and monitor their uptake by Protected Characteristics
- 6.9. Provide oversight and assurance of delivery of the Trust's equality, diversity and inclusion agenda through the Workforce Strategy in Practice Action Plan and the 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 enabling us to improve equality, diversity and inclusion at all levels.

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

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