

**Gender Pay Report – 2019**

**Pay and Bonus Gap – BHT Based on Hourly Rates of Pay as at 31 March 2019**

**Difference between men and women**

	<b>Mean*</b>	<b>Median**</b>
Hourly fixed pay	29.1%	13.1%
Bonus Pay Gap (overall)	77.0%	33.2%
Bonus Pay Gap (Long Service Awards)	0%	0%
Bonus Pay Gap (Clinical Excellence Awards)	28.0%	33.3%

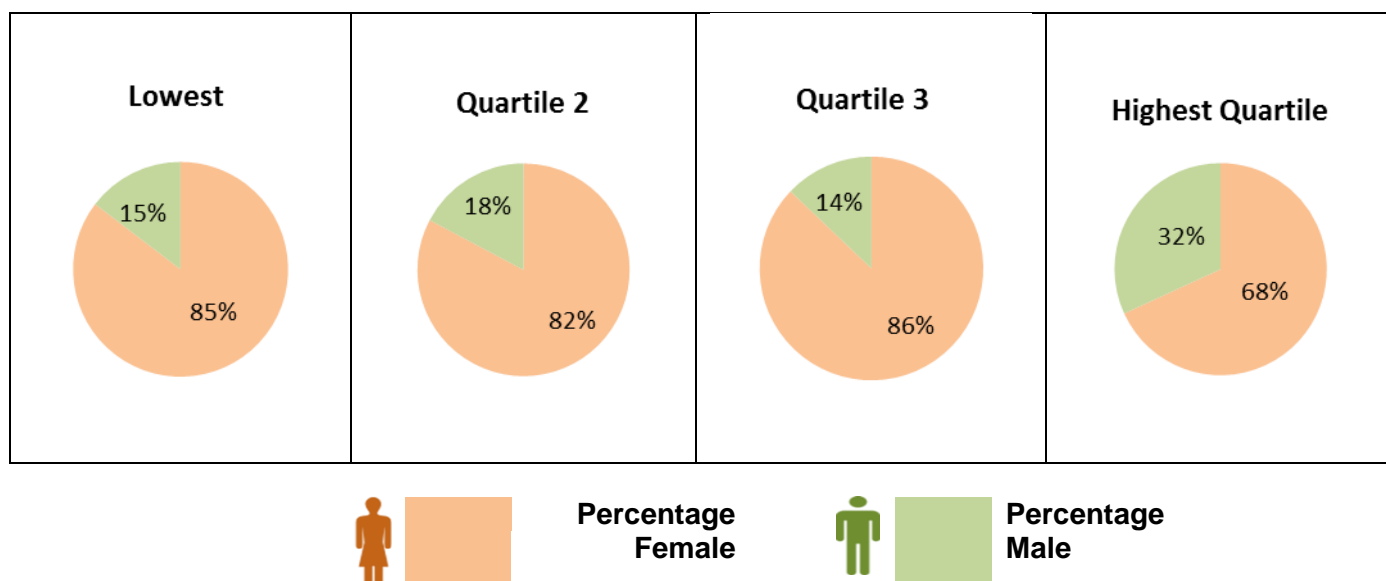
\*The mean is the average of all the numbers.

\*\* The median is middle value once a list of numbers has been put into numerical order

The above table shows our overall mean and median gender pay gap based on hourly rates of pay as at the snapshot date (31 March 2019). It also captures the mean and median difference between bonuses paid to men and women in Buckinghamshire Healthcare NHS Trust in the year up to 31 March 2019 (i.e. 1 April 18 – 31 March 19).

We are pleased to report an improvement (reduction in the gender pay gap) this year compared to 2018, as both the mean and median hourly fixed pay figures have reduced: the mean from 29.3% in 2018 to 29.1% in 2019; the median from 15% in 2018 to 13.1% in 2019.

**Pay Quartiles**



The above data shows that in pay quartiles 1, 2 and 3 the split between male and female employees is reflective of the overall split between male and females within the organisation. However, there is a higher percentage of men in the highest pay quartile compared to the overall percentage of men working for the Trust. This difference is mainly due to there being a higher number of male clinicians than women.

**Proportion of employees receiving a bonus**

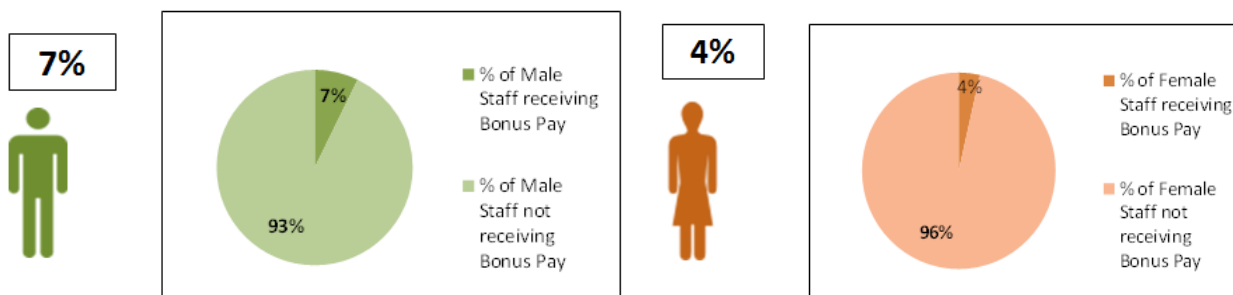
Bonus Pay applies to fewer than 4% per cent of all our staff employed. There are two categories of payment made by the Trust, which are classified as bonus pay – Clinical Excellence Awards and Long Service Vouchers.

Only consultants are eligible for Clinical Excellence Awards (CEAs), which are given in recognition of excellent practice over and above any contractual requirements. The Clinical Excellence Awards form part of

the national contract for consultants. This group has a significantly different gender split when compared to the Trust as a whole (38% of the consultant workforce is female, compared to 81% female for the overall workforce).

The Trust recognises NHS long service of more than 20 years and at 10 year milestones thereafter, through the award of vouchers. All staff are eligible to receive these vouchers and the profile of those awarded reflects the overall gender profile of the Trust. The different eligibility criteria and value of these two very different schemes drives the Trust's overall figures for bonus pay. As such, we have analysed the figures for each of the two schemes separately. We are pleased to note that there is no difference in the bonus pay associated with long service award.

The Bonus Pay Gap (Clinical Excellence Awards) table below provides a more accurate picture of the bonus pay gap at Buckinghamshire Healthcare NHS Trust. These figures have remained broadly the same over the past few years. We expect this to slowly improve as the older consultant workforce (with a higher proportion of men in receipt of life-time awards) retires and the consultant workforce profile changes to one with a more even gender balance in receipt of fixed-term awards.



We are confident that men and women are paid equally for doing equivalent jobs across the Trust. Our aim is to reduce the gender pay gap throughout the organisation, but accept that this may take several years to achieve.

Whilst we have started to make improvements in our Gender Pay Gap when compared to last year, we have now formally developed an action plan to drive further change which can be viewed in appendix 1.

I confirm the data reported is accurate.

**Bridget O'Kelly**  
**Director of Organisational Development and Workforce Transformation**

## Appendix 1

### Actions during f/y 2020-21 are set out below

Action	Lead
<b>Ensure that our recruitment and selection processes are inclusive for all</b> <ul style="list-style-type: none"><li>• Undertake further analysis of divisional and departmental data to make sure that each of our diverse teams has the information required</li><li>• Continue with the roll out of inclusive recruitment and selection training.</li><li>• Representatives from the Trust Staff Networks will be involved in all senior appointments</li><li>• Use social media recruitment case studies to promote the lived experience of women in more senior and specialist roles.</li></ul>	Head of Recruitment
<b>Enable and equip more women to progress into senior roles in the Trust through our talent management scheme</b>	Head of OD and Leadership
<b>Encourage women to take on senior roles in our Staff Networks</b>	Equality, Diversity and Inclusion Manager
<b>Promote flexible working throughout the organisation</b> <ul style="list-style-type: none"><li>• A focussed approach to flexibility within our working practices to ensure that all employees can achieve their potential</li><li>• Set up Carers' Network</li></ul>	Deputy Director of Workforce