

Gender Pay Report – 2018

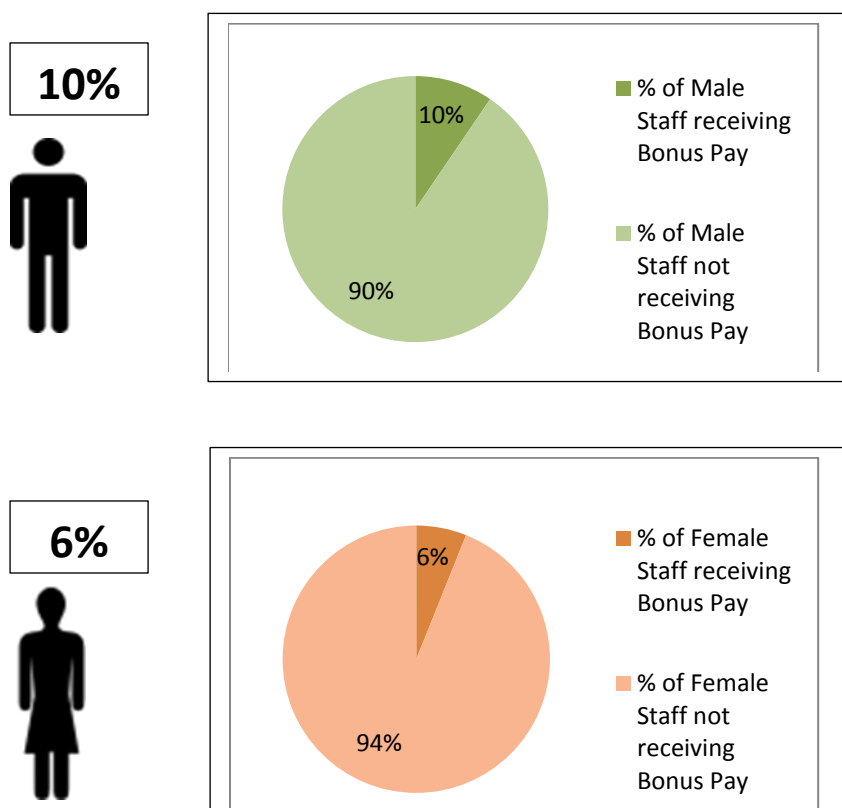
Pay and Bonus Gap

	Difference between men and women	
	Mean	Median
Hourly fixed pay	29.3%	15.0%
Bonus Pay Gap (overall)	87.0%	33.3%
Bonus Pay Gap (Long Service Awards)	10.0%	0.0%
Bonus Pay Gap (Clinical Excellence Awards)	25.0%	33.3%

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 2018).

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 2018 (i.e. 1 April 17 – 31 March 18). I confirm the data contained in this report is accurate.

Proportion of employees receiving a bonus



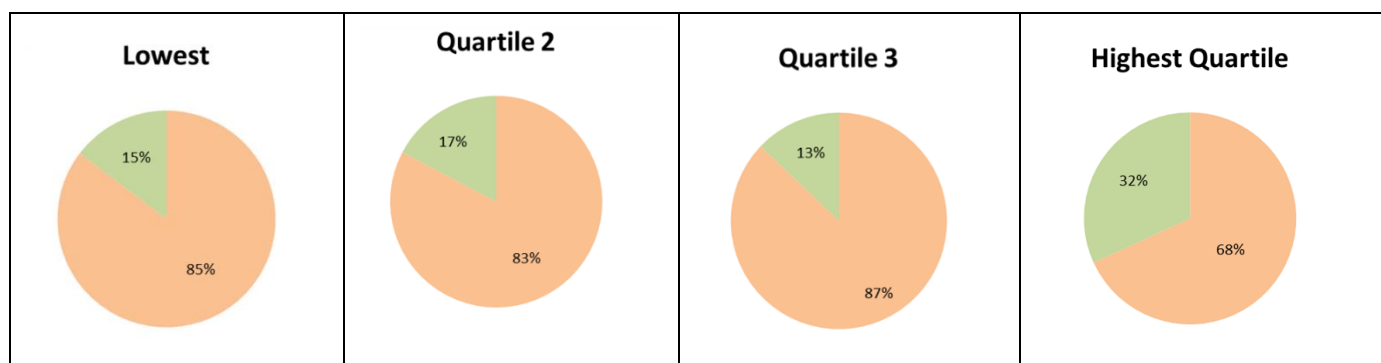
There is a difference of 4% in the percentage of men and women who received a bonus in 2017/18.

This year, in line with guidance from ACAS and NHS Employer we have included Long Service Awards for the purposes of bonus pay. These awards are given to staff in the form of vouchers, to recognise long service. The median value of these awards is £50. The inclusion of these figures has a significant impact on the reportable percentages due to the relatively low value of the awards and the relative proportion of male and female employees that receive these awards, which is broadly in line with the overall gender profile of the Trust (82% female; 18% male).

The other category of bonus pay included in this report is clinical excellence awards. These awards are available only to certain medical staff (consultants who meet eligibility criteria set nationally) through the local and national clinical excellence award schemes. This group of c250 individuals represents fewer than 2% of all of our staff employed and has a significantly different gender split when compared to the Trust as a whole, with female staff making up 35%. Bonus pay elements are awarded as a result of recognition of excellent practice over and above contractual requirements and have no gender bias.

In 17/18 the clinical excellence award scheme was not run in the organisation; the change in the median gap between 16/17 and 17/18 was due to staff leavers in this eligible group.

Pay Quartiles



The above images illustrate the gender distribution across Buckinghamshire Healthcare NHS Trust in four equally sized quartiles. 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).

This demonstrates that in quartile 1, 2 and 3 the split between male and female employees is fairly consistent, however in the highest quartile there are more male employees than the previous quartiles.

The variance in the highest quartile is mainly due to significantly different gender splits within the medical staffing group, this is off-set to an extent by a greater proportion of female staff in the Allied Health Professional and Nursing staff groups.

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

Next steps

The Trust will consider how we can encourage more women to apply for posts into the consultant medical workforce and into more senior management positions. We will do this through the Trust's talent management approach, and through the monitoring of recruitment and progression (promotions).

A Clinical Excellence Award scheme was run in financial year 2018/19; following an inclusive approach to the process, we anticipate next year's data will see a reduction in the gap.

Bridget O'Kelly
Director of Workforce & Organisational Development