

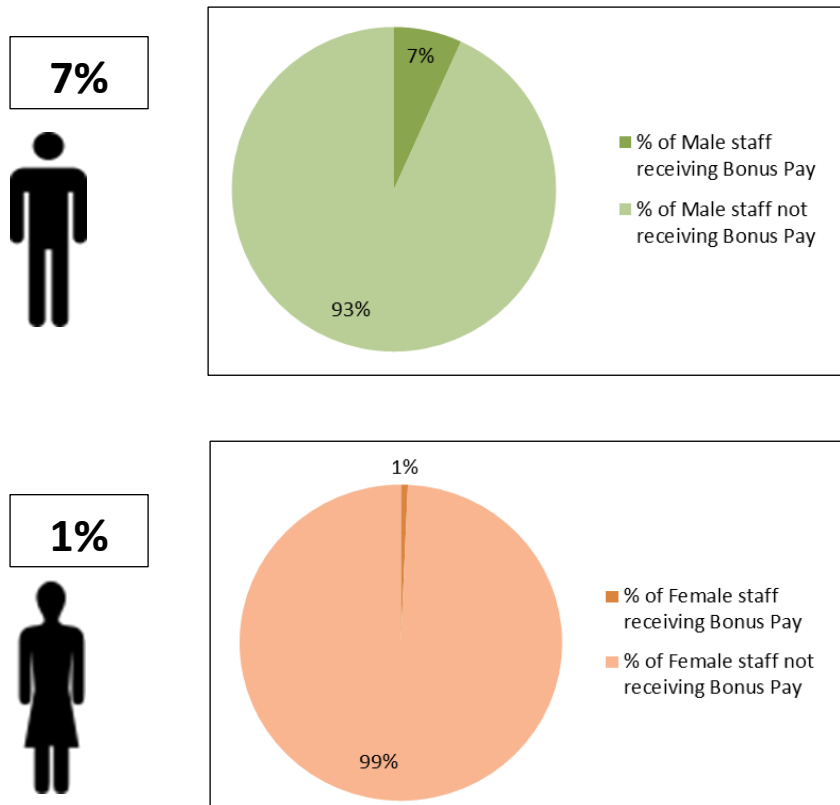
Gender Pay Report – 2017

Pay and Bonus Gap - BHT

	Difference between men and women	
	Mean	Median
Hourly fixed pay	29.6%	12.1%
Bonus Pay Gap	31.2%	0.1%

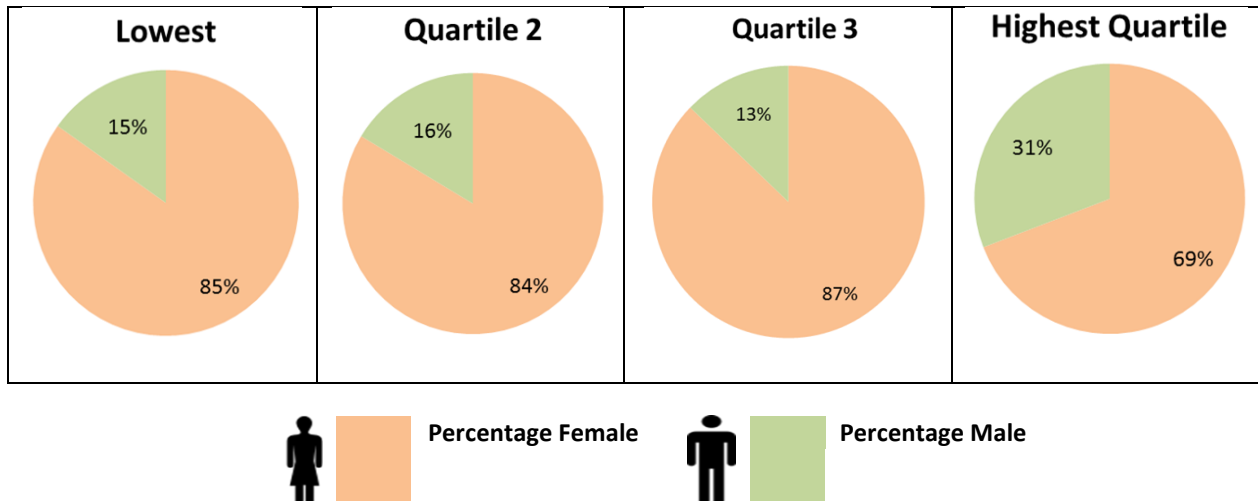
The above table shows our overall mean and median gender pay gap based on hourly rates of pay as at the snapshot date (31 March 2017). It also captures the mean and median difference between bonuses paid to men and women in Buckinghamshire Healthcare NHS Trust in the year up to 31 March 2017 (i.e. 1 April 16 – 31 March 17).

Proportion of employees receiving a bonus



This shows a 6% difference in the number of men and women who received a bonus for their performance in 2016/17. Only certain medical staff within our Trust receive pay that is classified as bonus pay. This group has a significantly different gender split when compared to the Trust as a whole. Bonus Pay applies to fewer than 2% per cent of all our staff employed. Bonus pay elements are awarded as a result of recognition of excellent practice over and above contractual requirements and have no gender bias.

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 countered 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 Trust. We are committed to reducing the gender pay gap throughout the organisation, but recognise that this may take several years to achieve.

I confirm the data reported is accurate.

Bridget O'Kelly
Director of Organisational Development and Workforce Transformation
 29 March 2018