

## Gender Pay Report – 2020

### Pay and Bonus Gap – BHT

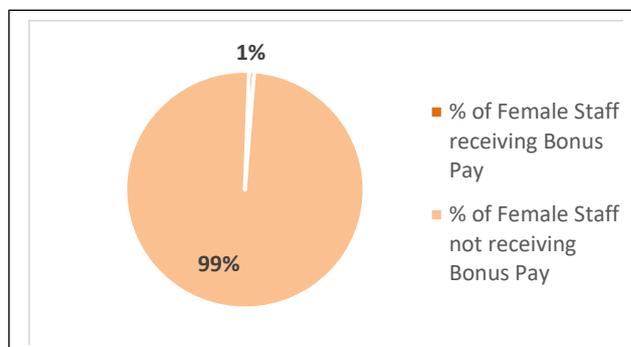
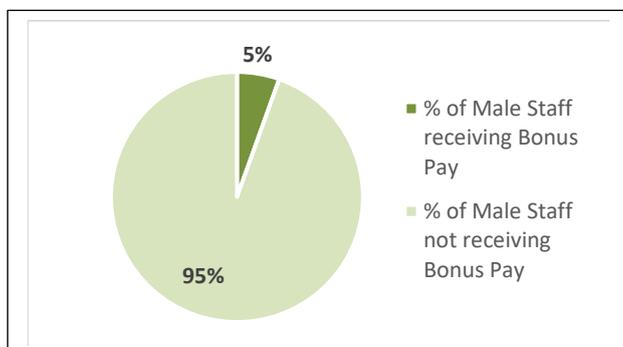
	Difference between men and women	
	Mean	Median
Hourly fixed pay	29.9%	17.4%
Bonus Pay Gap (Clinical Excellence Awards)	26.9%	33.3%

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 2020). 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 2020 (i.e. 1 April 2019 – 31 March 2020).

There has been deterioration in the hourly fixed pay gap between men and women for both mean and median – 29.1% and 13.4% for 2018/19 respectively, compared to 29.9% and 17.4% for 2019/20 respectively.

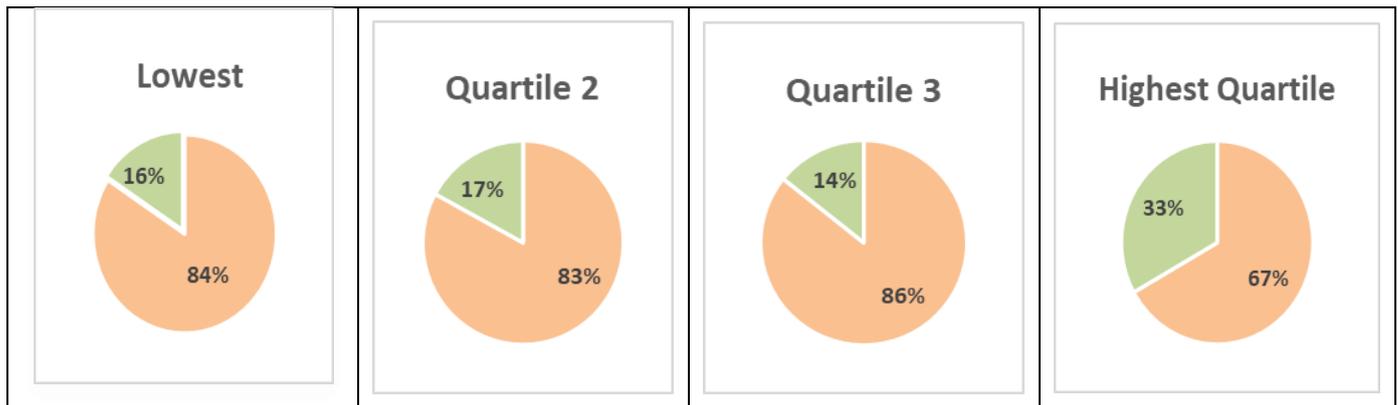
We are pleased to report an improvement (reduction) in our bonus gap this year, which has decreased from 77% to 26.9%. This has primarily been caused through the cessation of the Trust's Long Service Vouchers, which were awarded to staff employed by the NHS for greater than 20 years – this award ceased on 31 March 2019. The Trust now only makes one type of payment which is considered bonus pay – Clinical Excellence Awards (both National and Local).

### Proportion of employees receiving a bonus



Bonus Pay applied to fewer than 2% per cent of all our staff employed; split by gender, 5% of the male workforce and 1% of the female workforce received a bonus for their performance in 2019/20. As stated above, the Trust now only makes one type of payment which is considered bonus pay – Clinical Excellence Awards (both National and Local). Clinical Excellence Awards (CEAs) are only available to the Consultant workforce, within the Medical & Dental Staff group. This group has a significantly different gender split when compared to the Trust as a whole. CEAs are awarded as a result of recognition of excellent practice over and above contractual requirements and has no gender bias. CEAs earned historically are retained by recipients until the point they retire. Local CEAs awarded under the most recent arrangements are in place for the duration of the 3-year national agreement.

## Pay Quartiles



Percentage  
Female



Percentage  
Male

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 broadly consistent, however in the highest quartile there are more male employees than the other quartiles.

The variance in the highest quartile is mainly due to significantly different gender splits within the medical staffing group. In contrast, the Allied Health Professional and Nursing staff groups have a higher proportion of female staff in the highest quartile compared to male staff.

We are confident that men and women are paid equally doing equivalent jobs across the business.

We are committed to reducing the gender pay gap throughout the organisation, in all staff groups. The Trust has an action plan in place, informed by best practice, which will be monitored through its Strategic Workforce Committee.

I confirm the data reported is accurate.

**Bridget O'Kelly**  
Chief People Officer