

Gender Pay Report – 2022

Pay and Bonus Gap - BHT

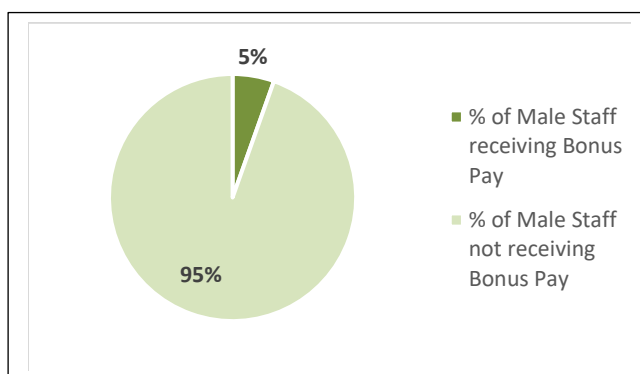
	Difference between men and women			
	Mean		Median	
	2021	2022	2021	2022
Hourly fixed pay	27.8%	27.6%	15.5%	17.2%
Bonus Pay Gap (Clinical Excellence Awards)	21.4%	20.8%	33.3%	33.3%

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 2022) compared to last year (31 March 2021). 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 2022 (i.e. 1 April 21 – 31 March 22).

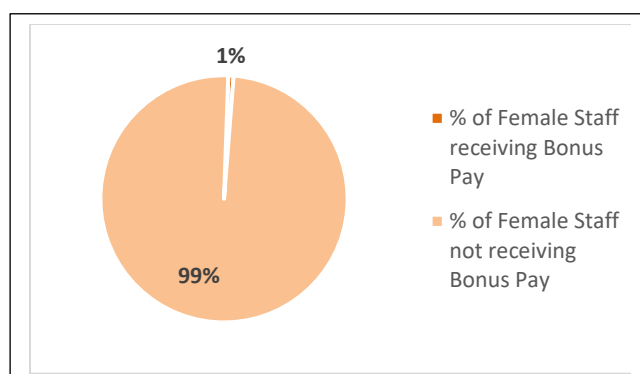
There has been a marginal improvement in the mean hourly fixed pay gap between men and women for the mean pay gap – 27.8% for 2021 compared to 27.6% for 2022. However, the median hourly fixed pay gap has deteriorated (increased) – 15.5% for 2021, compared to 17.2% for 2022. There has been a marginal improvement (reduction) in our bonus gap this year, (21.4% to 20.8%).

Proportion of employees receiving a bonus

5%

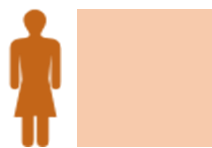
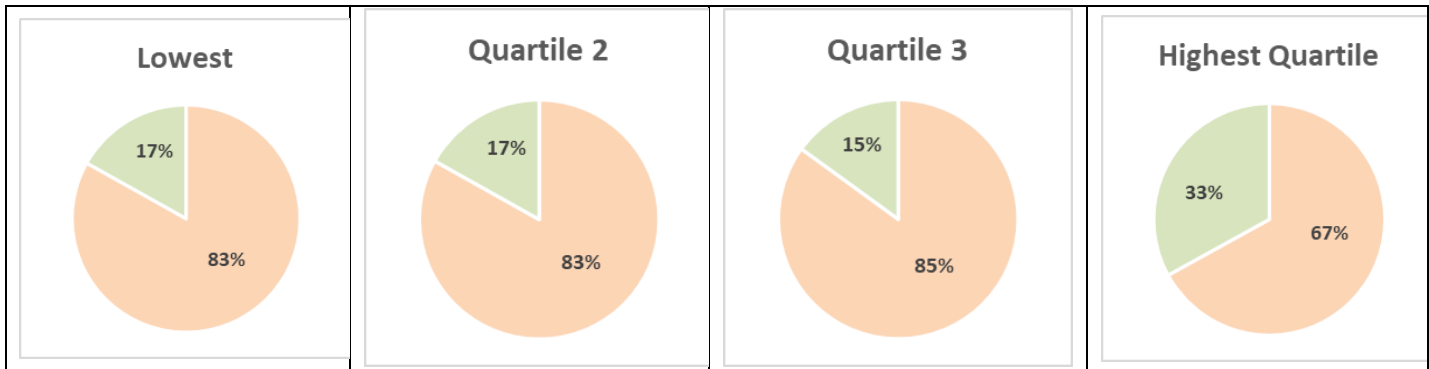


1%



The data shows a 4% difference in the proportion of men and women who received a bonus for their performance in FY2021/22. Bonus Pay applies to fewer than 2% per cent of all our staff. Only certain medical staff, within our Trust receive pay that is classified as bonus pay. A bonus pay element is awarded as a result of recognition of excellent practice over and above contractual requirements

Pay Quartiles



Percentage Female



Percentage Male

The above images illustrate the gender distribution for pay 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 shows that in quartile 1, 2 and 3 the split between male and female employees is 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 & dental and administrative & clerical staffing groups.

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

I confirm the data reported is accurate.

Bridget O’Kelly

Chief People Officer

