

Appendix 5

Cambridgeshire Community Services NHS Trust Gender Pay Gap Report 2018

Background

In the period of this report (rates of pay as at 31 March 2018 and bonuses *paid in the year 1 April 2017 to 31 March 2018) CCS had 2,113 staff; a community health provider, covering Cambridgeshire, Norfolk, Suffolk, Bedfordshire and Luton.

*In CCS the only bonus paid is the Clinical Excellence Awards (CEAs) Scheme for Medical Consultants.

The Trust is committed to being an equal opportunities employer and to building equality, diversity and inclusion into everything that it does and supports the fair treatment and reward of all staff irrespective of gender.

Gender Pay Gap Reporting

In line with all employers of 250 or more staff, CCS is required to report annually on our gender pay gap. We are covered by the Equality Act 2010 (Specific Duties and Public Authorities) and the Gender Pay Gap Reporting Regulations which came into force on 31 March 2017; underpin the Public Sector Equality Duty. They require us to publish our gender pay gap data by 30 March annually, including mean and median gender pay gaps; the mean and median gender bonus gaps; the proportion of men and women who received bonuses; and the proportions of male and female employees in each pay quartile.

Gender Pay Gaps and Equal Pay

A gender pay gap is the difference in the average pay between all men and women in our workforce. A gender pay gap is different to equal pay which deals with any pay differences between men and women who carry out the same job, similar job or undertake work of equal value. It is unlawful to pay people unequally because they are a man or a woman.

Gender Pay Gap Report 2018

This report:

- sets out our Gender Pay gap data 2018,
- provides some analysis to identify the gender pay gap,
- provides a comparison to our 2017 gender pay gap report,
- provides an explanation for the gender pay gap, and
- sets out what we are doing to close the gender pay gap in the organisation.

Definitions and Scope

The gender pay gap is defined as the difference between the mean or median hourly rate of pay that male and female colleagues receive.

The mean pay gap is the difference between average hourly earnings of men and women, i.e. the hourly gap divided by the average for men equates to the mean gender pay gap.

The median pay gap is the difference between the midpoints in the ranges of hourly earnings of men and women. It takes all salaries in the sample, lines them up in order from lowest to highest, and picks the middle-most salary.

The report is based on rates of pay as at 31 March 2018 and bonuses paid in the year 1 April 2017 to 31 March 2018 and include all staff in post at 31 March 2018.

Gender Pay Gap

The following Gender pay report data is taken as the snapshot date of 31 March 2018, compared to 31 March 2017:

		2017	2018
1.	The mean gender pay gap for CCS	30.04%	32.32%
2.	The median gender pay gap for CCS	23.90%	26.42%
3.	The mean gender bonus* gap for CCS	2.23%	28.87%
4.	The median gender bonus* gap for CCS	-33.23%	20.00%

* Please see comments later in this report explaining the Clinical Excellence Awards Scheme which is the only bonus in CCS.

Pay Quartiles by Gender

Quartile	Female Headcount	Male Headcount	Female %	Male %	Description
1 (lowest paid)	504	24	95.45	4.55	Includes all staff whose standard hourly rate places them at or below the lower quartile
2	505	22	95.83	4.17	Includes all staff whose standard hourly rate places them above the lower quartile but at or below the median
3	506	22	95.83	4.17	Includes all staff whose standard hourly rate places them above the median but at or below the upper quartile
4 (highest paid)	446	83	84.31	15.69	Includes all staff whose standard hourly rate places them above the upper quartile

How we Ensure Equal Pay

As noted earlier in this report, gender pay is different to equal pay.

Legislation requires that men and women must receive equal pay for;

- the same or broadly similar work,
- work rated as equivalent under a job evaluation scheme, or
- work of equal value.

CCS is committed to the principle of equal opportunities and equal treatment for all staff, irrespective of their sex (gender), race, religion or belief, age, marriage or civil partnership status, pregnancy/maternity, sexual orientation, gender reassignment or disability. We have a clear policy of paying equally for the same or equivalent work, regardless of gender or any other characteristics set out above.

We ensure equal pay primarily through paying staff in line with nationally agreed NHS terms and conditions for our staff.

National NHS Agenda for Change Terms and Conditions of Service (AfC)

AfC is negotiated nationally by the NHS Staff Council and has representatives from both employers and trade unions. AfC provides the framework for pay arrangements which are in place at CCS.

AfC terms and conditions apply to nursing, allied health professionals and administration and clerical staff, which are the majority of the workforce.

Medical and Dental Staff National Terms and Conditions of Service

Medical and Dental Staff National Terms and Conditions of Service are negotiated nationally and cover all Medical Consultants, Medical and Dental staff and Doctors and Dentists in Training.

The Gender Pay Gap at CCS – Further Data

CCS is confident that its gender pay gap does not stem from paying men and women differently for the same or equivalent work and is the result of the roles in which men and women work within the organisation and the salaries that these roles attract.

It helps to see this by reviewing the staff profile.

The table below reflects the pay bands in the Trust .The bands referred to in the table are

- AfC pay bands and range from band 1* (the lowest pay band) through to band 9 (the highest pay band). * NB CCS does not employ anyone in band 1.
- Medical and Dental roles are categorised as 'Non Consultant Medical' and 'Consultant'.

The information contained within the table is sourced from the same data which provided the gender pay gap figures, i.e. the staffing position as at 31 March 2018.

The final column within the table reflects the gender pay gap position 2018, based on the staff contained within the respective pay categories.

Where there is a negative figure, it suggests that the pay gap is in favour of females. Where it is a positive figure, it reflects a gender pay gap in favour of males.

Pay Band	Female Headcount	%	Male Headcount	%	Total Headcount	Gender Pay Gap by Pay Band 2017*	Gender Pay Gap by Pay Band 2018*
Apprentice *	0	0.00%	0	0.00%	0		
Band 1	0	0.00%	0	0.00%	0		
Band 2	129	94.16%	8	5.84%	137	-3.13	-0.44
Band 3	300	97.40%	8	2.60%	308	- 3.13	0.09
Band 4	279	96.88%	9	3.13%	288	-4.41	-0.18
Band 5	255	96.23%	10	3.77%	265	-8.38	-0.88
Band 6	585	95.59%	27	4.41%	612	-2.97	-0.44
Band 7	245	89.09%	30	10.91%	275	0.11	-0.32
Band 8a	62	83.78%	12	16.22%	74	-2.44	-0.29
Band 8b	12	80.00%	3	20.00%	15	-0.27	1.26
Band 8c	7	50.00%	7	50.00%	14	-3.18	-1.87
Band 8d	2	66.67%	1	33.33%	3	-4.89	0.00
Band 9	2	50.00%	2	50.00%	4	13.63	10.73
Non Consultant Medical	44	67.69%	21	32.31%	65	-4.99	0.68
Consultant	36	76.60%	11	23.40%	47	2.53	3.18
Exec/Non-Exec Directors	3	50.00%	3	50.00%	6	-60.63	-2.58
Total	1961	92.81%	152	7.19%	2113		

* CCS pays staff undertaking an apprenticeship on an AfC pay band.

What the Data Tells Us

In pay bands 3, non-consultant medical and 8b we have a small gender pay gap in favour of men.

In bands 9 and consultants roles we have higher gender pay gap in favour of men.

When looking at the relatively small gender pay gap within some higher paid staff, it raises the question of how the overall mean gender pay gap is 32.32% (compared to 30.04% in 2016-17) and it is therefore important to remember that this report is about the gender pay gap not about equal pay gap and that the gender pay gap is mainly attributed to executive level (Band 9 roles) and medical consultants who are the highest paid staff in the Trust. In these roles, there are disproportionately more men than women compared to our overall male to female ratio. This disproportionality, relative to the pay rates for all staff groups means that the gender pay gap figure is enhanced.

The Gender Bonus Gap (Clinical Excellence Awards)

Within the Gender Pay Gap Regulations, 'bonus pay' means any remuneration that is the form of money relating to profit sharing, productivity, performance, incentive or commission and does not include ordinary pay, overtime pay, redundancy pay or termination payments.

For the purpose of Gender Pay Reporting, CCS only have one payment which meets these criteria namely our Clinical Excellence Awards. The Clinical Excellence Awards (CEA) scheme recognizes and rewards Medical Consultants who perform 'over and above' the standard expected for their role. Awards are given for quality and excellence, acknowledging exceptional personal contributions towards the delivery of safe and high quality care to patients and to the continuous improvement of NHS services.

There are 12 Levels of award with a monetary value. Levels 1-9 are awarded locally (employer based awards) and Levels 10-12 (Silver, Gold and Platinum hereafter) are awarded nationally in accordance with an assessment criteria and application.

Consultants with an existing distinction award or discretionary points keep them, subject to existing review provisions, and are eligible to apply for awards under the new scheme in the normal way.

Our Gender Pay Gap Action plan

In 2018 the Trust produced its first gender pay gap action plan to seek to address the issues highlighted in our first gender pay gap report.

The actions were to

- Provider Flexible working in senior roles to attract female applicants , including job share where applicable and to include flexible working in job adverts
- Commission and promote Springboard Development Programme for female staff (and if agreed the male version)

- To review the shortlisting data for senior roles (band 7 and above) and take action if any issues identified,
- To widen the diversity of selection panels
- To offer mentoring and coaching opportunities with female coached and mentors
- Review how we attract more male applicants into the NHS early in their career

In light of the 2018 gender pay gap report the action plan has been reviewed and updated.

Anita Pisani
Director of Workforce
March 2019