

## Gender Pay Gap Report (as at 31<sup>st</sup> March 2021)

This is the Trust's gender pay gap report for 2020/21. It is based on a snapshot of all Trust staff as at 31 March 2021. This report fulfils the Trust's reporting requirements and analyses the figures in more detail.

### What is gender pay gap reporting?

The Government introduced legislation in March 2017 that made it statutory for organisations with 250 or more employees to report annually on their gender pay gap. These regulations require relevant organisations to publish their gender pay gap data annually by 30 March. The data must include:

- the mean and median gender ordinary pay gaps;
- the mean and median gender bonus gaps;
- the proportion of men and women who received bonuses
- the proportions of male and female employees in each pay quartile.

A numerically positive number means the gap is favourable to men; a numerically negative number means the gap is favourable to women.

### The difference between the gender pay gap and equal pay

Gender pay gap differs from equal pay.

Equal pay deals with the **pay difference between men and women who carry out the same jobs, similar jobs or work of equal value**. It is unlawful to pay people unequally because they are a man or a woman. The gender pay gap shows the difference between the **average hourly pay between all men and women** in a workforce. This is expressed as a percentage of men's earnings e.g. women earn XX% less than men.

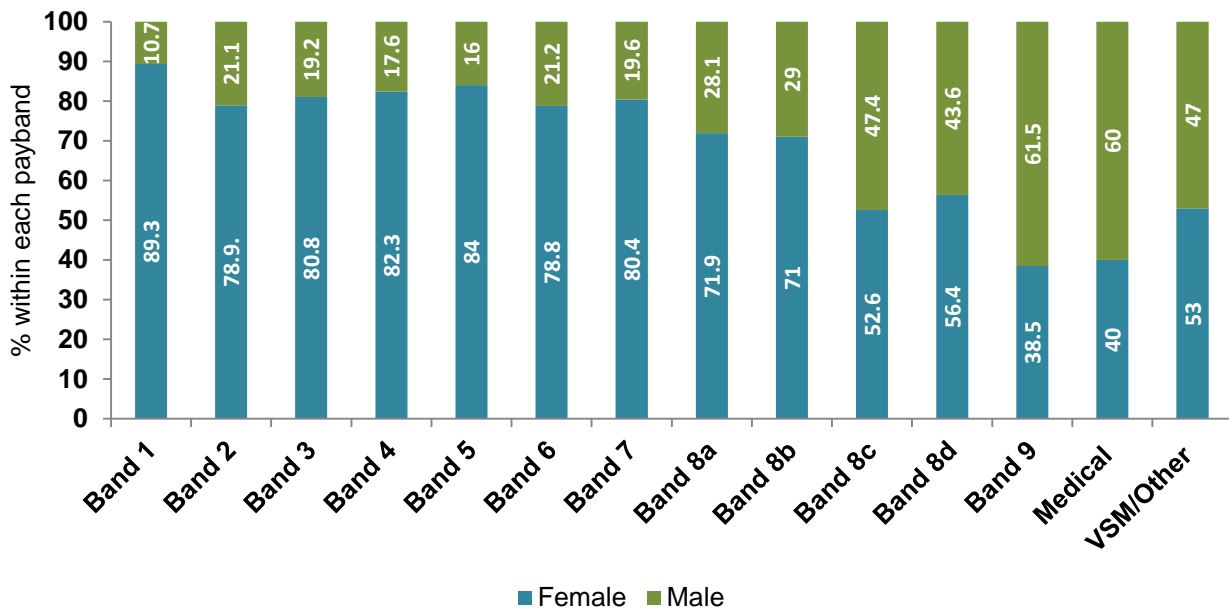
### Workforce Gender Split

In common with most healthcare organisations, women make up the majority of Liverpool University Hospitals workforce, with 78% employees being female and 22% being male. The



high proportion of female workers is typical of NHS organisations, reflecting the gender split of people entering healthcare professions.

For Non-Medical staff there is some variation in gender distribution by band, with females comprising a higher proportion of the workforce within bands 1 – 8. Medical staff are split 60% male and 40% female.



### Gender Pay Gap

The majority of the staff within the Trust are on the National Terms and Conditions of Service (Agenda for Change). Salaries are determined through a job evaluation scheme across 9 pay bands. Job evaluation evaluates the job and not the post holder. Therefore the Trust is confident that the same salary band is paid to roles of equal value as no reference to gender or any other personal characteristics of existing or potential job holders is made. Appointment on the incremental scale within each band is dependent upon length of service in accordance with the rules prescribed.

Medical and Dental staff have different sets of Terms and Conditions of Service, but the principle remains the same in terms of the level of role i.e. Senior/Middle/Junior. Appointment on the incremental scale within each role level is dependent upon length of service in accordance with the rules prescribed. In addition to the base salary, the Terms and Conditions for Consultants include a Local Employer Based Awards or Clinical excellence award scheme; this is effectively a “bonus payment”. There are separate arrangements for Very Senior Managers (VSM) e.g. Executive Directors where there is an existing requirement for this information to be published in the Annual Report.

The data below represents the snapshot data for Liverpool University Hospital as at 31<sup>st</sup> March 2021. The data has been broken down by the overall workforce, Non-Medical and Medical staff groups to aid understanding and help identify any issues.

### Mean Gender Pay Gap

The mean pay gap is the difference between the average hourly earnings of men and women. Mean averages are useful as they place the same value on every number they use, giving a good overall indication of the gender pay gap

	Male	Female	Pay Gap
Mean Hourly Rate 31 <sup>st</sup> March 2021	£21.47	£16.31	<b>31.6%</b>

The mean gender pay gap for the Trust suggests that female staff across the Trust are paid 31.6% less than male staff.

Further analysis shows that within the Trust there is a higher number of male staff in senior medical positions. Senior medical staff may be in receipt of Local Employer Based Awards (Clinical Excellence Awards) which are consolidated into basic pay. As not all roles within the Trust attract enhancements this has an impact of distorting the mean hourly rate.

### Non-Medical

	Male	Female	Pay Gap
Mean Hourly Rate 2021	£16.30	£15.51	<b>5.1%</b>

### Medical

	Male	Female	Pay Gap
Mean Hourly Rate 2021	£40.98	£39.36	4.1%

### Median Gender Pay Gap

The median gender 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. Median averages are useful to indicate what the 'typical' situation is i.e. in the middle of an organisation and are not distorted by very large or small pay rates or bonuses.

#### Overall

	Male	Female	Pay Gap
Median Hourly Rate 2021	£16.07	£14.51	10.8%

The median gender pay gap for the Trust is female staff are paid 10.8% less than male staff. The Trust believes that this figure is more representative of the gender pay gap but acknowledges there is still a gap that needs to be addressed.

#### Non-Medical

	Male	Female	Pay Gap
Median Hourly Rate 2021	£15.80	£14.12	11.9%

#### Medical

	Male	Female	Pay Gap
Median Hourly Rate 2021	£44.91	£39.73	13%

### Bonus Pay Gap

	2021
Mean Bonus Pay Gap	13.6%
Median Bonus Pay Gap	9.8%



**Proportion of men and women who received a bonus as a % of those who eligible.**

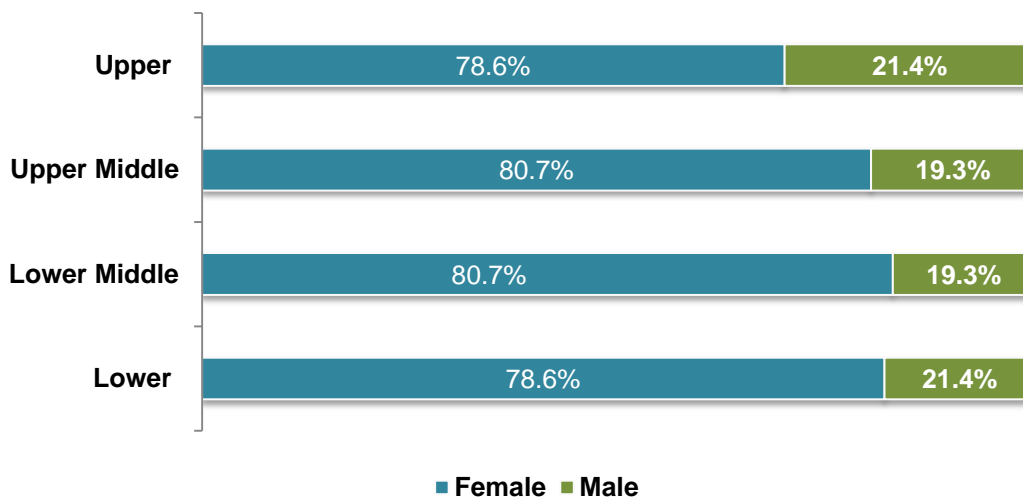
	2021	
	Female	Male
Medical Staff	5.1%	15.9%

As an NHS organisation the only pay elements we have that fall under the bonus pay criteria are distinction and clinical excellence awards which are only applicable to certain groups of medical staff. These are awarded as a result of recognition of excellent practice over and above contractual requirements and have no criteria which would directly bias the decision on the basis of gender. E.g. they are not based on hours worked etc.

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**Proportion of men and women in each hourly pay quartile**

To understand how the grade balance impacts pay, the hourly pay of all staff has been arranged in order then divided into four equal parts. The chart below shows the proportion of males and females in each pay quartile; the lower quartile includes the lowest paid staff per hour and the upper quartile includes the highest paid staff per hour.





## Conclusion

The Trust is confident that the gender pay gap does not stem from paying men and women differently for the same or equivalent work. Rather the gender pay gap is the result of the roles in which men and women work within the organisation and the salaries that these roles attract, together with the likelihood that in the medical profession, whilst there has been an increase in numbers of females in Consultant positions, there remains an imbalance in numbers of length of service.

The Trust acknowledges that there could be a greater female representation in its senior clinical roles. However, at present the consultant workforce has a greater proportion of males to females across the NHS, therefore limiting the pool of applicants available to these types of roles. Likewise the Trust acknowledges that there could be greater male representation in less senior roles, both clinical and non-clinical.