

**NHS West Suffolk Clinical Commissioning Groups (CCG) supports the fair treatment and reward of all staff irrespective of gender.**

[The Equality Act 2010 \(Specific Duties and Public Authorities\) Regulations 2017](#) requires all organisations employing 250 or more people to report annually on their gender pay gap.

These regulations underpin the [Public Sector Equality Duty](#), and require bodies like the CCG to publish its gender pay gap data by 30<sup>th</sup> March 2018, and thereafter annually.

This includes the mean (average) and median (middle) 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.

The gender pay gap shows the difference in the average pay between all men and women in a workforce. If a workforce has a particularly high gender pay gap, this can indicate there may be a number of issues to deal with, and the individual calculations mentioned above may help to identify what those issues are.

The gender pay gap is different to equal pay. Equal pay deals with the pay differences between men and women who carry out the same or similar jobs. It is illegal to pay different amounts to people doing work of equal value because they are a man or a woman.

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

The following figures are based on rates of pay as at 31 March 2017 and bonuses paid in the year 1 April 2016 – 31 March 2017. They relate to all workers employed as of 31 March 2017.

### **The Gender Pay Gap**

The following Gender Pay Gap report data was taken as a snapshot on 31 March 2017.

#### **Mean (Average) Hourly Rate**

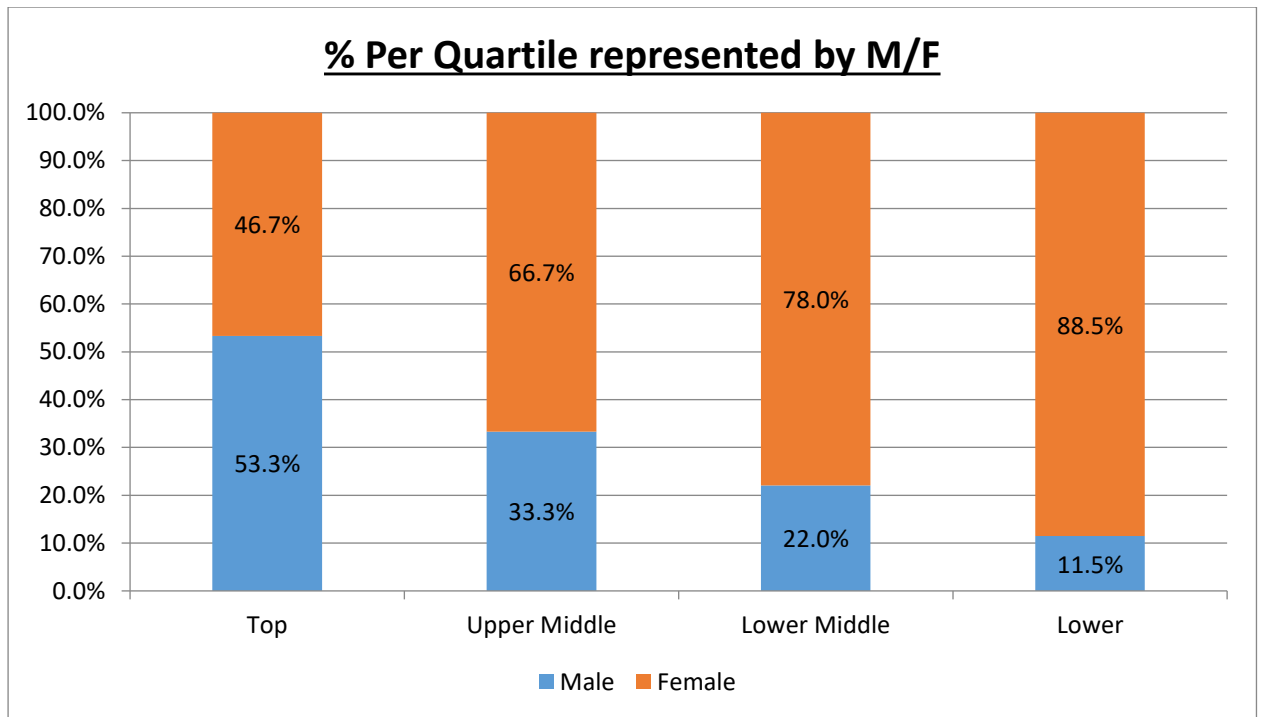
Male	£37.27
Female	£20.34
<b>Variance %</b>	<b>45.4%</b>

**Please note:** This data includes 19 GPs, of whom 18 were male. If GPs were excluded from this calculation, the average hourly rate for males would be £25.23 and for females £20.92.

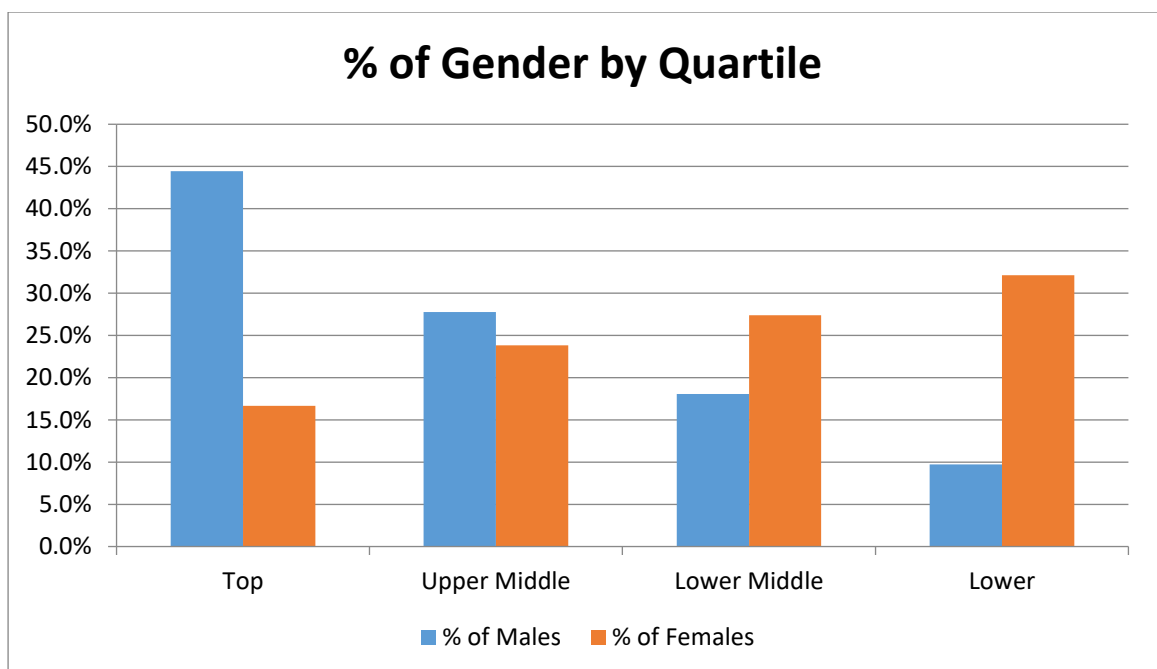
#### **Median Hourly Rate**

Male	£24.55
Female	£17.92
<b>Variance %</b>	<b>27.0%</b>

**Please note:** This data includes 19 GPs, of whom 18 were male. If GPs were excluded from this calculation, the median hourly rate for males would be £21.14 and for females £17.92.



<u>Quartile</u>	<u>Male</u>	<u>Female</u>	<u>Min/Max Per Quartile</u>
<b>Top</b>	53.3%	46.7%	£29.43 - £87.05
<b>Upper Middle</b>	33.3%	66.7%	£19.77 - £29.31
<b>Lower Middle</b>	22.0%	78.0%	£15.51 - £19.70
<b>Lower</b>	11.5%	88.5%	£7.79 - £14.99



<b><u>Quartile</u></b>	<b><u>Male</u></b>	<b><u>% of M</u></b>	<b><u>Female</u></b>	<b><u>% of F</u></b>
<b>Top</b>	32	44.4%	28	16.7%
<b>Upper</b>				
<b>Middle</b>	20	27.8%	40	23.8%
<b>Lower</b>				
<b>Middle</b>	13	18.1%	46	27.4%
<b>Lower</b>	7	9.7%	54	32.1%

### **What do we do to ensure equal pay?**

As highlighted earlier, 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.

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

We deliver equal pay through a number of means but primarily through adopting nationally agreed terms and conditions for our workforce:

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

AfC are negotiated nationally by the NHS Staff Council, led by NHS Employers. The NHS Staff Council has overall responsibility for the AfC pay system and has representatives from both employers and trade unions. AfC provides the framework for the pay arrangements which are in place at the CCG.

Typically, AfC terms and conditions apply to nursing, allied health professionals and administrative and clerical staff, which make up the majority of the workforce.

Where appropriate, locally agreed policies may supplement AfC arrangements, such as:

- family friendly policies, and
- evaluating job roles and pay grades as necessary to ensure a fair structure starting salaries policy

#### **Very Senior Managers (VSMs) and Chairs and Governing Body members.**

The CCG determines its own rates of pay via its Remuneration Committee. VSMs include the accountable officer, chief officers and other senior managers with board level responsibility who report directly to the accountable officer.

### **What the data is telling us**

Due to Government mandated rules and calculations, which mean we have to include our GP Governing Body members in our pay calculations, our figures might appear skewed. However, because the GP members of the Governing Body play an important part in the CCG's strategic planning process which affects the local health economy, this highlights a need to look at how we can attract more female GPs to become Governing Body members.

It should be noted that the lower tier of pay contains a disproportionate number of women (88.5%) and that the percentage of males in the higher pay bands increases substantially. Even though six of our eight chief officers are female, at deputy level and below in the higher tier of pay the gender difference falls in favour of males.