

# **Gender Pay Gap Report 2022**

The Christie NHS Foundation Trust

March 2023 – V.01

If you have questions about this report, please email  
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## 1 - Overview

The gender pay gap is an equality measure that shows the difference in average earnings between women and men. The gender pay gap does not show differences in pay for comparable jobs (unequal pay).

It is mandatory for all public sector employers with more than 250 employees to measure and publish their gender pay gap report annually.

## 2 - Reporting Information

This report identifies the gender pay gap for employees who are employed under a contract of employment, a contract of apprenticeship, or a contract personally to do work. This includes those under Agenda for Change terms and conditions, medical staff, and very senior managers.

The information on pay by gender as of 31 March 2022, which related the statutory reporting period. The calculations undertaken to produce this report are:

- Calculate the hourly rate of ordinary pay relating to the pay period in which the snapshot falls
- Calculate the difference between the mean hourly rate of ordinary pay of female and male employees, and the difference between the median hourly rate of ordinary pay of female and male employees
- Calculate the difference between the mean and median bonus pay for female and male employees
- Calculate the proportions of male and female employees who were paid bonus pay
- Calculate the proportions of male and female employees in the lower, lower middle, upper middle, and upper quartile pay bands by number of employees.



### 3 - Workforce Profile by Gender

In March 2022, the workforce of The Christie is 75.96% female, which equates to 2424 members of staff, and 24.04% male, which equates to 892 members of staff. Figure 1 shows that there are higher numbers of female employees in each band. It shows that male employees are more likely to be in Band 2 or above band 8b.

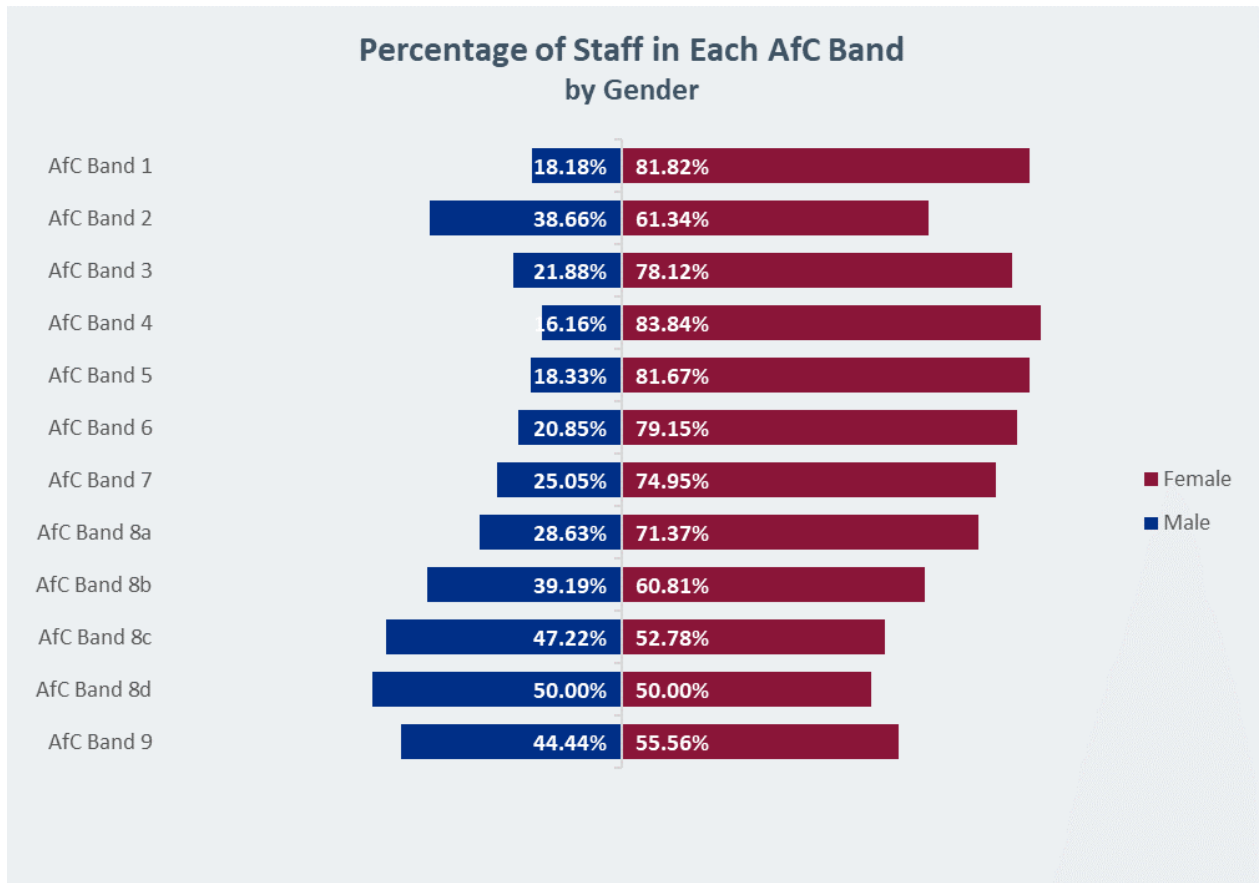


Figure 1: Percentage of Staff in Each Agenda for Change Band



## 4 - Pay Quartiles by Gender

Figure 2 shows that the highest proportions of male staff members at The Christie are in the upper quartile (35.63%). Over 70% of staff in the lower, lower middle, and upper middle quartile are women.

Key:

- 1 – Lower Quartile
- 2 – Lower Middle Quartile
- 3 – Upper Middle Quartile
- 4 – Upper Quartile

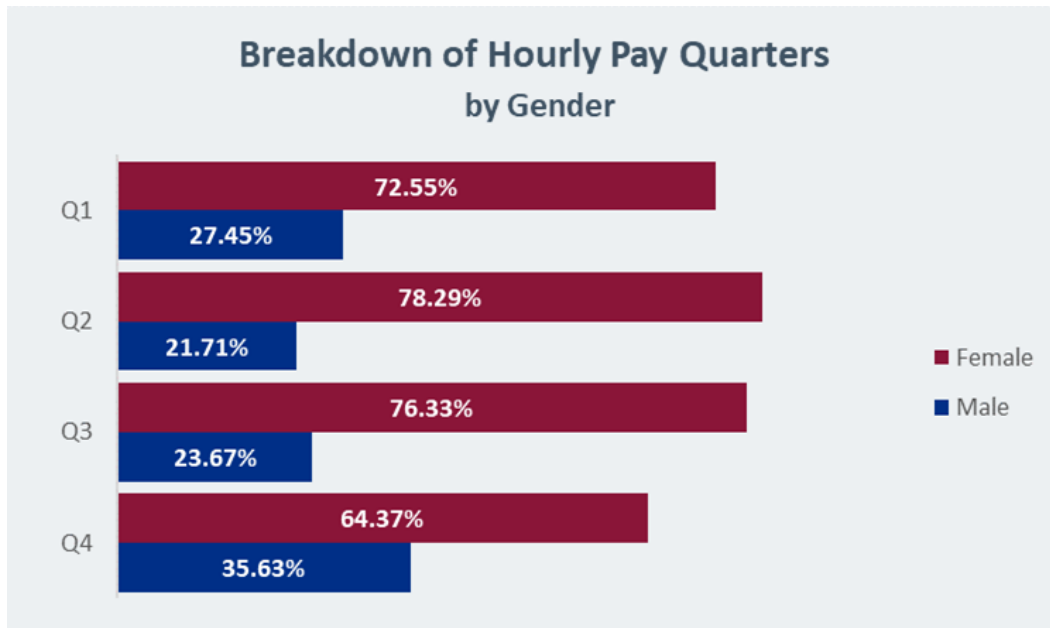


Figure 2: Breakdown of Hourly Pay by Quartile and Gender



## 5 - Gender Pay Gap: Mean and Median Average

The mean gender pay gap between has increased from 17.47% in 2021 to 18.21% in 2022, after several years of the gap decreasing (2018-2020). The median gender pay gap is 5.46% for 2022, staying the same as 5.46% for 2021.

Gender Pay Gap: Mean Average				
Year	Male	Female	Difference (£)	Pay Gap (%)
<b>2022</b>	<b>£22.21</b>	<b>£18.17</b>	<b>£4.04</b>	<b>18.21%</b>
2021	£21.32	£17.59	£3.72	17.47%
2020	£21.09	£17.45	£3.64	17.24%
2019	£20.10	£16.32	£3.77	18.80%
2018	£20.03	£15.97	£4.05	20.24%
2017	£19.41	£15.61	£3.81	19.62%

Gender Pay Gap: Median Average				
Year	Male	Female	Difference (£)	Pay Gap (%)
<b>2022</b>	<b>£17.48</b>	<b>£16.52</b>	<b>£0.95</b>	<b>5.46%</b>
2021	£16.97	£16.04	£0.93	5.46%
2020	£16.85	£16.42	£0.43	4.8%
2019	£15.15	£14.34	£0.80	5.32%
2018	£14.96	£14.13	£0.83	5.58%
2017	£14.56	£13.87	£0.69	4.74%



## 6 - Gender Pay Gap: Bonus Pay Profile

As an NHS provider organisation, the only pay elements that fall within the bonus pay criteria are Clinical Excellence Awards. Clinical Excellence Awards (CEAs) recognise and reward NHS consultants and specialty doctors who perform over and above the standard expectations of their role. Awards are given for quality and excellence, acknowledging exceptional personal contributions.

0.54% of relevant female employees received a bonus compared to 3.53% of relevant male employees.

<b>Bonus Pay: Mean Average</b>				
<b>Year</b>	<b>Male</b>	<b>Female</b>	<b>Difference (£)</b>	<b>Pay Gap (%)</b>
<b>2022</b>	<b>£16,192.94</b>	<b>£12,275.60</b>	<b>£3,917.33</b>	<b>24.19%</b>
2021	£14,802.59	£11,246.44	£3,556.14	24.02%
2020	£16,363.36	£11,961.78	£4,401.59	26.90%
2019	£17,775.64	£13,204.63	£4,571.01	25.71%
2018	£16,512.96	£15,541.79	£971.17	5.88%
2017	£17,950.49	£15,789.03	£2,161.46	12.04%

<b>Bonus Pay: Median Average</b>				
<b>Year</b>	<b>Male</b>	<b>Female</b>	<b>Difference (£)</b>	<b>Pay Gap (%)</b>
<b>2022</b>	<b>£12,063.96</b>	<b>£8,821.80</b>	<b>£3,242.16</b>	<b>26.87%</b>
2021	£11,058.63	£8,086.65	£2,971.98	26.87%
2020	£12,063.96	£10,053.32	£2,010.64	16.66%
2019	£12,063.96	£11,310.00	£753.96	6.25%
2018	£12,053.96	£12,053.96	£0.00	0.00%
2017	£10,442.53	£15,664.49	£5,221.96	33.34%



## 7 - Conclusions and Next Steps

The average (mean) hourly pay difference between women and men has increased from the 2021 figure by 32 pence per hour. This is 24 pence more than the gap in 2020. This is much larger than the increase in the median pay gap, which increased by 3 pence.

In bonus pay, we can see a small increase in the mean percentage pay gap, with the 2022 percentage gap being 0.17%. The median percentage pay gap has remained the same in 2022 at 26.87%, following the large increase in the median pay gap between 2020 and 2023 of 10.21%.

In 2022, a working group consisting of Workforce colleagues was brought together to discuss the Gender Pay Gap data and draw out priority actions and recommended next steps. This included reviewing additional relevant data, such as: new starters and leavers, length of service, gender and age, and grievance data.

Based on this data, the following observations were made:

- During the 2020/2021 financial year, while the numbers are comparable, men spent less time at the Christie as an organisation compared to women, but they spent more time in their pay grade/position. Women spend more time than men in Bands 2-6
- Except for Band 2, all bands below Band 8 attract mostly female staff. Band 2 and Band 8 and above attract mostly male staff. This difference is more pronounced in the Medical Grades.
- Men spend more time at The Christie before leaving compared to women.
- There was no significant difference in the percentage of male and female staff leaving.
- More men were hired for full-time positions and more women were hired part-time.
- Regarding maximum starting salaries (i.e., the highest pay bands), women have the higher Full-Time Salary, but their Actual Salary is lower compared to men. This is due to more women than men in higher positions working part-time.
- Women were more likely to leave due to work-life balance. More men were likely to leave due to lack of opportunities, looking for a better rewards package, and due to child dependents. More men were dismissed due to conduct, and more women were dismissed due to capability.
- Overall, women progress slower than men and they reach band 7 jobs at an older age. Women between 21 and 40 progress faster in band 5 and 6 (nursing) roles.

### Next Steps:

- Embed recommended actions into other relevant EDI Action Plans, such as WRES (Workforce Race Equality Standard) and WDES (Workforce Disability Equality Standard) where there is crossover in actions identified.
- Gender Pay Gap Working Group to meet again following 2022 Staff Survey results and submission of 2022 Gender Pay Gap data to sense-check actions and draw out any additional actions.



## Recommended Actions

Action	Rationale / Comments	Responsibility	Deadline
COMPLETE: Add questions into the Staff Survey to understand views on opportunities for development and career progression.	The data we currently have access to does not give us information on why staff are not accessing opportunities for development and career progression. Having this information will allow us to create the appropriate interventions. This action has already been completed so that we would not miss the opportunity with the Staff Survey.	Assistant EDI Manager	16th August 2022 (for inclusion in 2022 survey)
To bring together clinicians to encourage them to apply for Clinical Excellence Awards (CEA) and gather information on what would support them. Provide drafted examples of good and bad applications.	Supporting eligible staff members to apply for CEA, particularly those from underrepresented groups.	Medical Workforce Manager	March 2024
Centralised place to for staff to find out about development opportunities and develop and/or signpost colleagues to workshops and resources on career Planning, job applications, and interview preparation.	Linked to WRES & WDES action plans – providing support for colleagues on career planning, and a centralised place to find information on development.	Career Development Practitioner & Workforce Development Manager	October 2023
Review how opportunities for learning and development are communicated to staff of all genders.	Linked to WRES & WDES action plans – taking steps to reach out to under-represented genders in individual learning and development opportunities.	OD Specialist & Workforce Development Manager	October 2023
Review how opportunities for new positions are communicated to staff.	Linked to WRES & WDES action plan – taking steps to promote opportunities and vacancies internally to different genders, taking into consideration images and language used.	Recruitment	October 2023