



Gender Pay Gap Report (31 March 2017 snapshot)

What is the Gender Pay Gap Report

Gender pay reporting legislation requires employers with 250 or more employees from April 2017 to publish statutory calculations every year showing how large the pay gap is between their male and female employees. There are two sets of regulations. The first is mainly for the private and voluntary sectors (taking effect from 5 April 2017) and the second is mainly for the public sector (taking effect from 31 March 2017). Employers will have up to 12 months to publish their gender pay gaps.

The results must be published on the employer's website and a government website.

Gender Pay Reporting is different to Equal Pay

Equal pay deals with the pay differences 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 in the average pay between all men and women in the workforce.

The NHS terms and conditions of service handbook contain the national agreements on pay and conditions of service for NHS staff other than very senior managers and medical staff.

Job evaluation enables non-medical jobs to be matched to national job profiles and allows Trusts to evaluate jobs locally to determine in which Agenda for Change (AfC) pay band a post should sit.

What are The Gender Pay Gap Indicators

An employer must publish six calculations showing their:

- Average gender pay gap as a mean average
- Average gender pay gap as a median average
- Average bonus gender pay gap as a mean average
- Average bonus gender pay gap as a median average
- Proportion of males receiving a bonus payment and proportion of females receiving a bonus payment
- Proportion of males and females when divided into four groups ordered from lowest to highest pay.

What Is the Mean?

The mean is average of all staff

What Is the Median?

The median is ranking all staff in order (highest to lowest) and looking at the staff in the middle

Chelsea & Westminster Workforce

The snapshot date for the purposes for the gender pay gap report is 31st March 2017. As at 31st March 2017 the total relevant paid workforce was **5681** across all sites and staff groups.

The gender split of the workforce as at 31st March 2017

Gender	Numbers of staff	
Male	1378	24.26 % of the total workforce
Female	4303	75.74 % of the total workforce

The Average and Median Hourly Rates:-

Gender	Avg. Hourly Rate	Median Hourly Rate
Male	25.07	21.29
Female	19.87	17.82
Difference	5.20	3.47
Pay Gap %	20.75%	16.30%

The above is for **all** staff groups (including medical staff and senior management) and also includes all bank only workers who were paid in the pay week of 31st March 2017. This shows that overall there is a 21% pay gap in average pay between male and female staff and a 16% pay gap in the median hourly rate.

This data can also be reviewed by staff group as per the table below:-

Row Labels	Admin and clerical	AHP's	Medical and Dental	Nursing and Midwifery Reg	Nursing and Midwifery (unqualified)	Other Additional Clinical Staff	Scientific and Technical	Grand Total
Male	19.22	21.67	37.71	20.78	12.25	13.67	18.93	25.07
Female	15.76	20.66	33.00	19.84	12.01	13.46	20.22	19.87
Pay Gap %	18.02%	4.63%	12.49%	4.53%	1.98%	1.58%	-6.83%	20.75%
Higher Figure	Male	Male	Male	Male	Male	Male	Female	Male

This shows that the pay gap difference where male employees receive a higher average hourly rate is within all staff groups aside from scientific and technical.

The below table shows the proportion of males and females when divided into four groups ordered from lowest to highest pay:-

Quartile	Female	Male	Female %	Male %
Lower	1086	341	76.1	23.9
Lower Middle	1187	236	83.4	16.6
Upper Middle	1160	259	81.8	18.2
Upper	870	542	61.6	38.4

The below tables shows the average bonus Gender Pay gap:-

Gender	Avg. Pay	Median Pay
Male	16,115.61	10,496.78
Female	10,967.37	7,160.60
Difference	5,148.24	3,336.18
Pay Gap %	31.95	31.78

For the purpose of this report the bonus payments referred to are those made to medical staff in the form of Clinical Excellence Awards or Discretionary Points

Quartile	Female	Male	Female %	Male %
Lower	22	28	44.00	56.00
Lower Middle	27	23	54.00	46.00
Upper Middle	21	29	42.00	58.00
Upper	11	30	26.83	73.17

The above shows the proportion of males and females receiving a bonus payment.

There were 347 consultants who were eligible to receive a bonus payment as at 31st March 2017

Gender	Numbers of staff	
Male	178	51% of the eligible consultants
Female	169	48% of the eligible consultants

Of those eligible consultants who received a bonus as at 31st March 2017

Gender	Numbers of staff	
Male	107	60.11 % of the eligible males
Female	85	50.29% of the eligible females