

Royal Devon & Exeter NHS Foundation Trust

Gender Pay Gap Report (March 2023)

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1. INTRODUCTION

From 2017, any organisation that has 250 or more employees must publish and report specific figures about their gender pay gap. The gender pay gap is the difference between the average earnings of men and women, expressed relative to men's earnings.

The Trust must both:

- publish their gender pay gap data and a written statement on their public-facing website;
- report their data to the government online using the gender pay gap reporting service.

This report fulfils our legal obligation to produce and comment upon the following data with regards our gender pay gap:

- mean gender pay gap;
- median gender pay gap;
- mean bonus gender pay gap;
- median bonus gender pay gap;
- proportion of males and females receiving a bonus payment and proportion of males and females in each pay quartile.

It should be noted that no bonuses are paid within the Trust as part of pay packages; however, for the purposes of the Gender Pay Gap report, ACCIA¹ payments, part of a national scheme are classified as a bonus.

Other than for medical and dental staff (doctors and dentists), Apprentices, Non-Executive Directors and Very Senior Managers, all other jobs are evaluated using the national Agenda for Change (AfC) job evaluation scheme. This process evaluates the job and not the post holder and makes no reference to gender or any other personal characteristics of existing or potential job holders. VSM's include Executive Directors and a small number of other senior posts.

The data in this report is based on a snapshot taken on 31st March 2022.

Throughout this report, when data is labelled "2023" this refers to the year of publishing our gender pay gap report (so the data is from 2022). Similarly, references to "2022" refer to this report, published in 2022, but using data from 2021.

The value of this report is, in making year-on-year comparisons and benchmarking nationally. We can compare our performance with our own results submitted in March 2022 and we have used data from other organisations who have submitted their data based on the March 2022 snapshot, to widen our benchmarking.

2. EXECUTIVE SUMMARY

A review into the consultants ACCIA¹ system made a number of recommendations to ensure a fairer and more equitable system, this will be implemented in 2022 and the impact of which should be felt the following year. This should have a positive impact on the gender pay gap.

Comparison with the previous year's data shows that our pay gap using the median indicator has continued to reduce with a slight increase in the mean indicator. The equality gap with regards who receives bonus pay has closed slightly with the mean indicator but has increased slightly with the median, the pay gap in the average value of bonus pay remains high.

¹ "ACCIA" stands for Advisory Committee on Clinical Impact Awards
<https://www.gov.uk/government/organisations/advisory-committee-on-clinical-impact-awards>

The pay gap based on the median average is the most reliable and widely used measure of gender pay equality. When the pay gap is measured using the mean average, this allows “outliers” at either end to distort the measure.

It is nationally recognised that a gender pay gap amongst medical consultants in England exists. A review by UCL academic Professor Dame Jane Dacre entitled ‘Mend the Gap: The Independent review into Gender Pay Gaps in Medicine in England’² was undertaken to understand the reasons behind this and to make recommendations to reduce the gender pay gap over the medium to long term.

3. REPORTABLE DATA

The data shown below is that which has been uploaded to the Gender Pay Gap Reporting Service website. There is no opportunity to add explanatory text on the website but this report will be uploaded to the Trust website as part of the reporting requirements.

Women's hourly rate is	
22.20% LOWER (mean)	7.01% LOWER (median)
Pay quartiles	
How many men and women are in each quarter of the employer's payroll.	
Top quartile	
32.77% MEN	67.23% WOMEN
Upper middle quartile	
17.78% MEN	82.22% WOMEN
Lower middle quartile	
20.81% MEN	79.19% WOMEN
Lower quartile	
20.47% MEN	79.53% WOMEN
Women's bonus pay is	
44.38% LOWER (mean)	35.42% LOWER (median)
Who received bonus pay	
4.60% OF MEN	0.53% OF WOMEN

4. NATIONAL BENCHMARKING

The table below shows our performance against the most recent official headline pay gap benchmarking, for all employers, from ONS³:

	Pay gap based on median average	Pay gap based on mean average
National benchmark	14.9%	13.9%
Human Health Activities	17.0%	20.8%
Hospital Activities	13.3%	21.2%
RD&E	7.0%	22.2%

² [“System-wide efforts” required to resolve gender pay gap in medicine | UCL News - UCL – University College London](#)

³ <https://www.ons.gov.uk/employmentandlabourmarket/peopleinwork/earningsandworkinghours/datasets/annualsurveyofhoursandearningsashegenderpaygaptables>

Commentary

The pay gap based on the median average is the most reliable and widely used measure of gender pay equality. When the pay gap is measured using the mean average, this allows “outliers” at either end to distort the measure.

The figures above indicate that the RDE gender pay gap is significantly lower than local and national benchmarks.

5. COMPARISON WITH PREVIOUS YEAR

Mean average for hourly rate of pay

	2022	2023	% change
Male	£20.60	£21.61	4.90%
Female	£16.03	£16.81	0.94%
% difference	22.17%	22.20%	0.03%

Median average

	2022	2023	% change
Male	£15.66	£16.52	5.49%
Female	£14.20	£15.36	8.17%
% difference	9.34%	7.01%	-2.33%

Quartiles

Quartile	2022		2023		% change	
	Male	Female	Male	Female	Male	Female
Top	31.50%	68.50%	32.77%	67.23%	1.27%	-1.27%
Upper middle	17.66%	82.34%	17.78%	82.22%	0.12%	-0.12%
Lower middle	22.08%	77.92%	20.81%	79.19%	-1.27%	1.27%
Lower	19.92%	80.08%	20.47%	79.53%	0.55%	-0.55%

Bonus pay

% receiving bonus pay	2022	2023	% change
Male	4.79%	4.60%	-0.19%
Female	0.54%	0.53%	-0.01%

Bonus pay mean average

	2022	2023	% change
Male	£12,740.13	£12,417.83	-2.53%
Female	£6,957.46	£6,907.27	-0.72%
% difference	45.39% (lower)	44.38% (lower)	-1.01%

Bonus pay median average

	2022	2023	% change
Male	£9,048.00	£9,048.00	0%
Female	£5,893.77	£5,893.49	-0.004%
% difference	34.86%	35.42%	0.56%

Commentary

Since last year, performance against the median average pay has improved, with the mean pay gap very slightly increasing. There have only been slight changes in the composition of representation in the quartiles, more notably with the top and lower middle quartiles.

Bonus pay affects higher earners, so would be linked more directly to performance against the mean average gender pay gap indicator (which is sensitive to changes in the “outliers” i.e. those who are the highest and the lowest earners), as opposed to the indicator based on the median average. The changes within the patterns on bonus pay have not had any significant impact on the mean average gender pay gap indicator.

This might suggest that within the consultant staff group, the gender balance of those within ACCEA has improved slightly, but equality gaps remain on both measures. The latest round of ACCEA has been reviewed by Professor David Mabin via the ‘Report on the Local Clinical Excellence Awards – 2019 Round’. This report covers all considerations, including ED&I that were undertaken during this round. The result of these is a small positive contribution towards the overall gender pay gap reduction. This action was recommended in the previous gender pay gap report.

6. SOURCE OF PAY GAP

Last year, our data analysis showed that our pay gaps were largely being driven by the bonus pay (ACCEA) given to consultants.

The table below shows the impact of excluding consultants from our mean and median average gender pay gap indicator, as last year their exclusion significantly impacted the indicators.

	RD&E All Staff			RD&E Excluding Consultants		
	Male Hourly Rate	Female Hourly Rate	Gap	Male Hourly Rate	Female Hourly Rate	Gap
Mean average	£21.61	£16.81	22.20%	£17.35	£16.19	6.69%
Median average	£16.52	£15.36	7.01%	£15.18	£15.09	0.09%

This year the impact of removing consultants from the average is again significant, with the mean pay gap reducing to less than half the national average and for median rates showing almost no gender pay gap. This demonstrates an improvement on last year’s data, however, it is not hugely significant in comparison but a positive step nonetheless.

7. PROGRESS WITHIN CRITICAL STAFF GROUPS

The previous section has confirmed that the consultant body remain our critical staff group, for addressing our gender pay gap.

The changes since last year have already been discussed in the sections on bonus pay.

The table below suggests that gender inequalities with regards to accessing consultant jobs are improving, as the proportion of female consultants is increasing; however, further action is required in line with the aforementioned national report to support female consultant colleagues.

Consultants	Male	Female	Total	% Female
2022	259	138	397	35%
2023	292	163	455	36%

8. ACTION PLANNING

The recent review of the medical gender pay gap⁴ has provided further insight into this issue within medicine and has resulted in several recommendations, which are likely to become a focus for the health service over the coming years in attempting to reduce the gender pay gap.

It is recommended that a senior clinician is appointed to lead the review of this report and creating an action plan with a view to enabling the gender pay gap to be closed within this key staff group.

It is recommended that any actions planned with a view to reducing the gender pay gap are co-ordinated with NDHT as part of the integration planning and as a contribution towards the 'Towards Inclusion' programme.

⁴ <https://www.ucl.ac.uk/news/2020/dec/system-wide-efforts-required-resolve-gender-pay-gap- medicine>