

GENDER PAY GAP REPORT 2021 – LEAD EMPLOYER TRUST (LET) - NORTHUMBRIA HEALTHCARE NHS FOUNDATION TRUST

1.0 Introduction

Lead Employer Trust (LET) are required to carry out Gender Pay Gap (GPG) reporting under the Equality Act 2010 (Gender Pay Gap Information Regulations 2017).

It is important to appreciate that gender pay gap and equal pay are two distinct concepts:

- Equal pay is concerned with male and female employees earning equal pay for work of equal value.
- The gender pay gap is about the difference between male and female employees' average pay within an organisation.

Reporting the gender pay gap involves carrying out six calculations that show the difference between the average earnings of male and female employees in the LET; it does not involve publishing individual employee data.

The LET are required to publish the results on our own website and the UK Government website. The LET are required to do this within one calendar year of the snapshot date at which the gender pay gap is calculated – this year being March 31st 2022.

To be clear, the following is a gender pay report for LET employed Doctors and Dentists in training across the North East and North Cumbria.

The results of the report will be used to assess:

- the levels of gender equality in our workplace
- the balance of male and female employees at different levels
- how effectively talent is being maximised and rewarded

The challenge in our organisation and across the United Kingdom is to eliminate any gender pay gap.

2.0 Gender Pay Gap

The gender pay gap for the LET, measured by **median** hourly rate, is £23.59 The calculations were obtained from the ESR system which have been nationally determined and are in line with regulations. For this calculation "actual pay" was used which includes basic pay, allowances, pay for leave and shift premium pay. It is important to note that anyone who is in a period of no pay (e.g. maternity leave, sickness, special leave) will not appear in the figures.

The below table shows the median hourly rate and the mean hourly rate for males and females employed by the LET. This is calculated using the pay each employee received within the snapshot period of the month including 31 March 2022. The table shows that a male, on average, is paid £0.32 per hour more than a female, this is an increase from £0.30 per hour at the month including 31 March 2022.

Gender	Mean Hourly Rate	Median Hourly Rate
Male	24.3437	23.9216
Female	24.0426	23.2652
Difference	0.3011	0.6563
Pay Gap %	1.2370	2.7438

The mean hourly rate for male employees was £24.34 per hour, a decrease of £0.21 from the 2021 rate of £24.55. The mean hourly rate for female employees was £24.04 per hour, a decrease of £0.49 on the 2021 rate of £24.53. This difference between the hourly rates for male and female employees was £0.32, an increase from £0.30 in 2021.

2.1 Quartile Reporting

The below table illustrates the gender distribution in the LET across four equally sized quartiles (2020 values in brackets):

Quartile	Female	Male	Female %	Male %
1	465.00	397.00	↓53.94 (56.73)	↑46.06 (43.27)
2	461.00	422.00	↑52.21 (51.86)	↓47.79 (48.14)
3	393.00	396.00	↓49.81 (52.62)	↑50.19 (47.38)
4	480.00	476.00	↑50.21 (50.16)	↓49.79 (49.84)

The most significant changes in the quartile representation are the increase in male employees across 2 of the four quartile. The number remain close to a half/half split of headcount.

2.2 Conclusion

The LET gender pay gap report for this year ending 31st March 2022 shows minimal change of the pay gap moving from £0.30 per hour to £0.32 per hour.

All LET employees are paid using the national pay scales provided by NHS Employers. All employees are employed on the 2016 Medical and Dental Terms & Conditions of Service, however depending upon the employees' date of commencement of their current employment determines the pay scales they are paid upon.

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