



North Staffordshire
Combined Healthcare
NHS Trust

Gender Pay Reporting

Second Year Report
Showing data for 2017-2018

Gender Pay Reporting

- A legal requirement under the Equality Act 2010 (Gender Pay Information) Regulations 2017
- The following pages provide graphical representations showing the difference between average earnings of men and women in our organisation
- These are used to assess:
 - The levels of gender equality in our workforce
 - The balance of male and female employees at different levels
 - How effectively talent is being maximised and rewarded

They tell us...

The level of gender equality in our workforce has improved slightly between 2017 and 2018

The balance of male and female employees at different levels has remained broadly static - a continuing situation of over-representation of women in the lowest paid roles, but under-represented in the highest roles

The gap in Mean Bonus Pay has increased, although Median has shown a reversal in favour of women

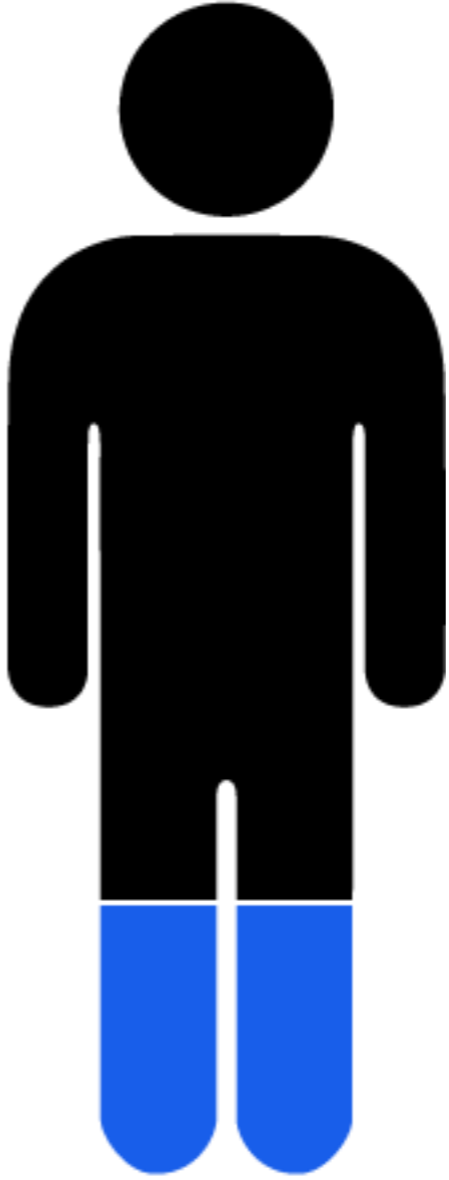
(N.B. These figures relate only to consultants receiving clinical excellence awards.)

Workforce Profile

2017 - 77.2%
2018 - 77.4%



2017 - 22.8%
2018 - 22.6%

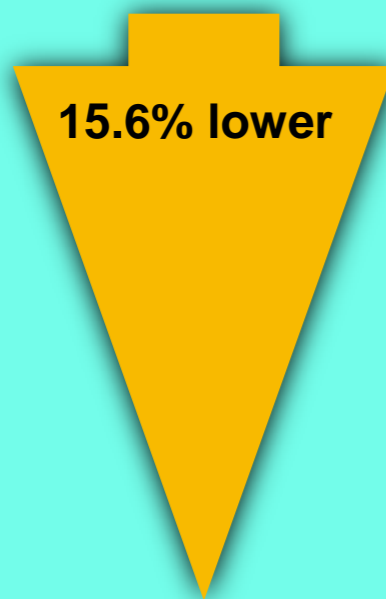


Women's Hourly Rate

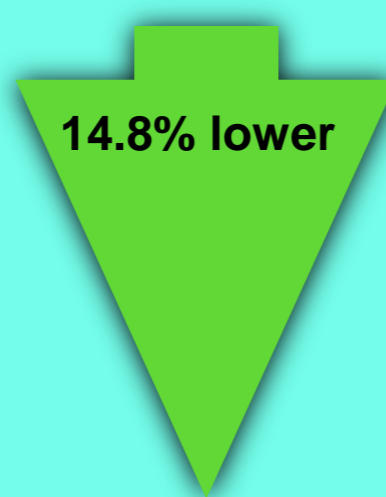
(compared with male rate)

Mean Average (Women compared with Men)

2017



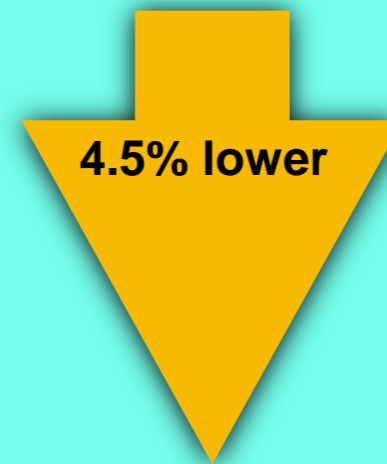
2018



Hourly Pay Rate	2018	2017
Male	£18.57	£18.63
Female	£15.83	£15.72
Difference	£2.75	£2.91
Gender Pay Gap	14.8%	15.6%

Median Average (Women compared with Men)

2017



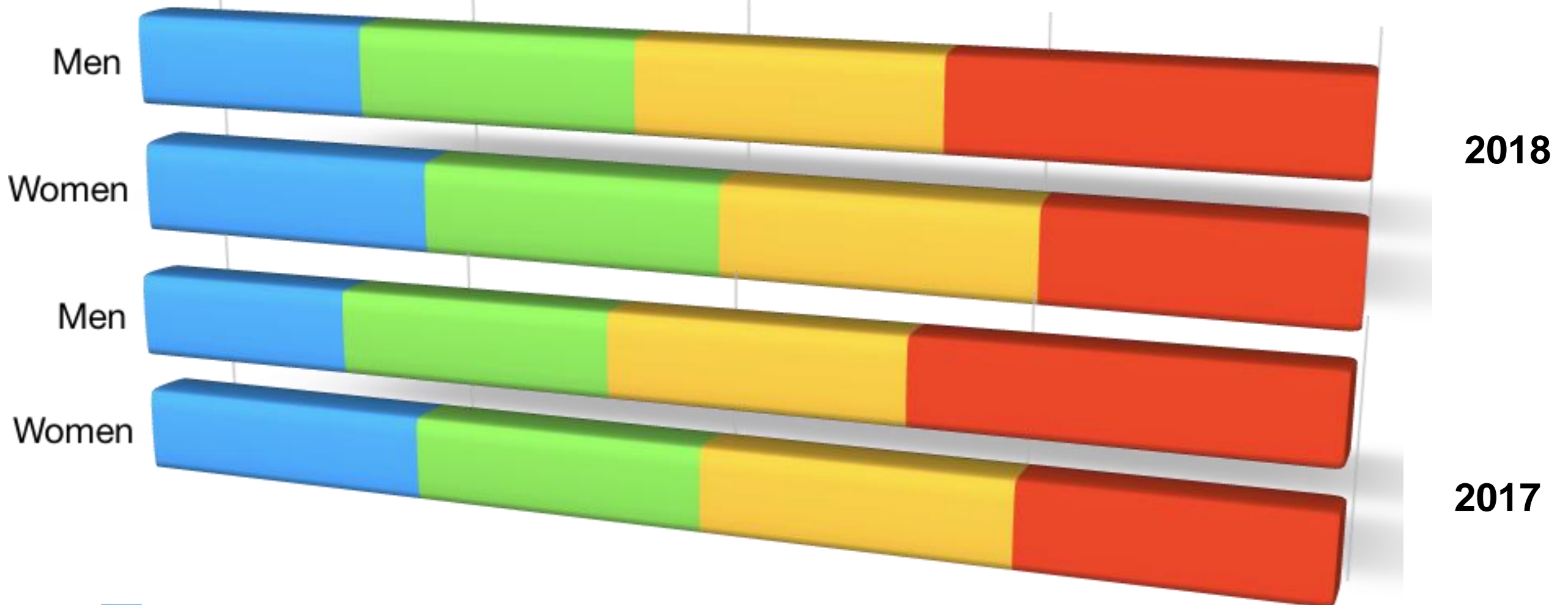
2018



Hourly Pay Rate	2018	2017
Male	£15.24	£15.07
Female	£14.70	£14.38
Difference	£0.54	£0.68
Gender Pay Gap	3.55%	4.5%

Salary Quartile

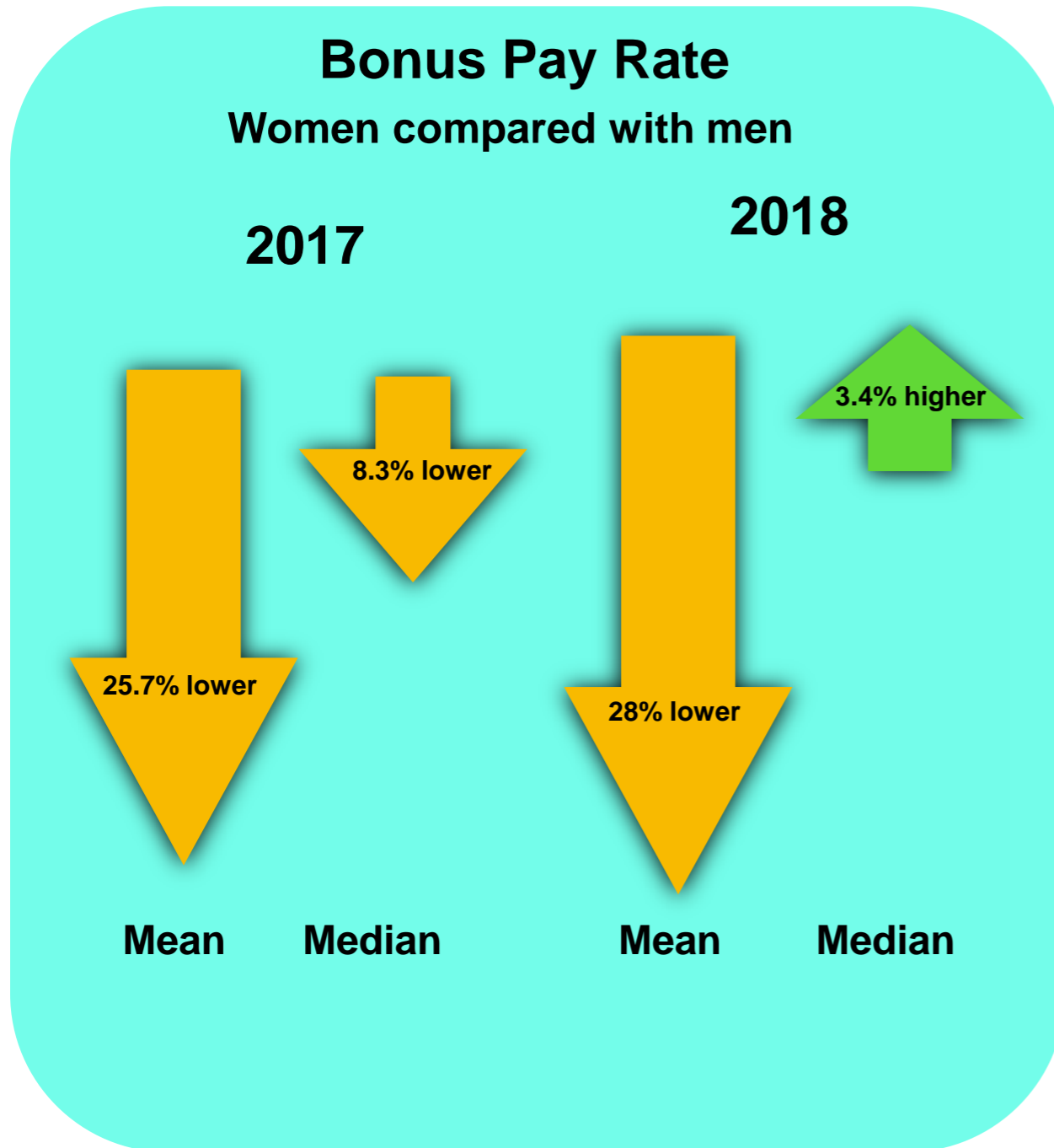
0% 25% 50% 75% 100%



- Lower Quartile (up to top Band 3)
- Lower Middle Quartile (Band 4 to top Band 5)
- Upper Middle Quartile (Band 6 to mid scale Band 7)
- Upper Quartile (Mid Band 7 and above)

Bonus Pay

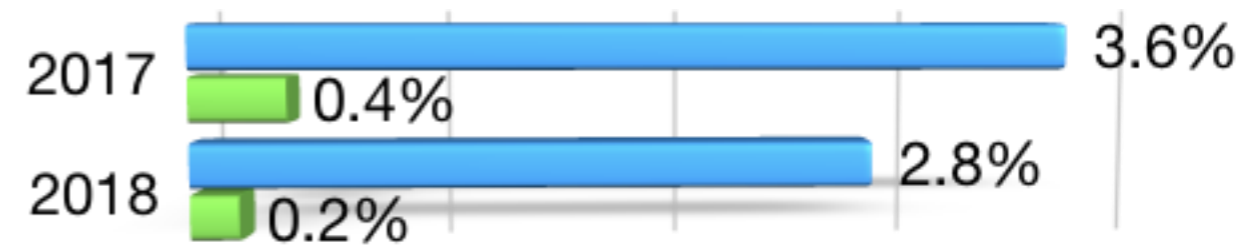
(N.B. only contains consultants' data)



Percentage receiving Bonus Pay

Women compared with men

All staff



Eligible staff (consultants)

