



Hospital of
St John & St Elizabeth

160 years of compassion and excellence supporting St John's Hospice

The Hospital of St John & St Elizabeth Gender Pay Gap Report 2019 Submission (Data is based on snapshot at April 2018)

1. Background

The Equality Act 2010 (Gender Pay Gap Information Regulations 2017) introduced legal requirements on private and voluntary sector organisations to publish information on their Gender Pay Gap.

The regulations cover all charities and businesses employing 250 or more employees and therefore apply to the Hospital of St John and St Elizabeth. The information is based on a 'snapshot date' of April 2018 with the requirement to publish data in April of the following year. Information is also uploaded and published on a government website and also in an accessible place on our own website.

Analysing the data is quite complex, this is our second report and a significant amount of manual intervention is still required to produce the report.

It is important to understand that a gender pay gap review is different to an equal pay comparison. Equal pay deals with the pay of men and women carrying out the same, similar or equivalent jobs, whereas gender pay is looking at the organisation as a whole. It does not mean that a male and a female staff member doing equal work receive different levels of pay.

2. Overview

Government guidance determined how we calculated the various pay gaps and these are explained below.

Mean gender pay gap: The difference between the mean hourly rate of pay of male full pay relevant employees and that of female full-pay relevant employees.

Median gender pay gap: The difference between the median hourly rate of pay of male full-pay relevant employees and that of female full-pay relevant employees.

Mean bonus gap: The difference between the mean bonus pay paid to male relevant employees and that paid to female relevant employees.

Median bonus gap: The difference between the median bonus pay paid to male relevant employees and that paid to female relevant employees.

Bonus proportions: The proportions of male and female relevant employees who were paid bonus pay during the relevant period.

Quartile pay bands: The proportions of male and female full-pay relevant employees in the lower, lower-middle, upper-middle and upper quartile pay bands.

3. Gender Pay Gap

The results can be summarised as follows:-

The mean gender pay gap and for this measure we have a gender pay gap of 8.42% (compared to 2.2% in our 2018 submission).

This compares to national averages for 2018 of 17.1% and 26% for the human health sector.¹

The mean gender pay gap is lower (sitting at 5.94%) when bank workers are excluded from the figures². This is explained in part by the nature of bank roles undertaken during the snapshot period which were predominantly facilities and health care assistant / nursing roles undertaken by females with several male doctor roles (RMO's / UCC doctors) working on the bank at this time.

The median gender pay gap where our figure is -7.42% (compared to -7.1% in our 2018 submission). A negative measure indicates the extent to which at the middle range women earn more than men.

¹ ONS Annual Survey for Hours and Earnings: Gender Pay Gap 25 October 2018

² Bank staff work on an 'as and when required basis'.

4. Bonus Arrangements

Our mean bonus gender pay gap was 0% (33% in the 2017 report). It should be noted that there are a number of factors which significantly impact on our data for this measure. Most importantly bonus payments are not a significant aspect of our overall approach to pay and hence we have a very small number of staff within the Hospital who are contractually entitled to consideration of a bonus. In addition the prescribed snapshot period determined by the government means that the dates any payments to individuals covered by bonus arrangements are made will have a large bearing on the data.

Our median bonus gender pay gap was also zero for the same reasons.

The proportion of men and women receiving bonus pay in the last 12 months (up to the snapshot date) equated to Male: 0% and female 0.17%.

5. Quartile Pay Bands

Finally our quartile pay bands are set out in table form below:-

2019 Submission (2018 data)

	Male	Female
Lower quartile pay bands	35.9%	64.1%
Lower middle quartile pay bands	31.2%	68.8%
Upper middle quartile pay bands	24.8%	75.2%
Upper quartile pay bands	33.1%	66.9%

The distribution within the lower middle quartile pay band and the upper quartile pay band broadly match the gender breakdown of our workforce (Female: 69%, Male: 31%). The higher prevalence of females within the Upper middle quartile pay bands is predominantly due to the higher number of clinical staff employed by the organisation which includes a higher percentage of female staff. We also employ significantly more males in the lower quartile pay bands than the percentage employed in the workforce overall.

Our composition of staff based on the quartile bands has not changed significantly since the 2017 report.

6. Summary

Our first Gender Pay Report was submitted in 2018 and we submitted our data well in advance of the statutory deadline.

Since the last report we have established a dedicated Remuneration Committee which has responsibility for determining the level of bonus payments and ensuring consistent application.

Paul Stanton
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The Hospital of St John & St Elizabeth
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