

**The Hospital of St John & St Elizabeth  
Gender Pay Gap Report  
2021 Submission (Data is based on snapshot at April 2020)**

## **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 St John and St Elizabeth Hospital (HJE). The information is based on a 'snapshot date' as at 5<sup>th</sup> April 2020 with the requirement to publish data in April of the following year (in 2021 this has been moved to October). 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 fourth report and a significant amount of manual intervention is still required to produce the report.

Due to COVID there was an exemption granted to all organisations in 2020 which meant they did not have to publish their 2019 data. HJE took the decision to publish the 2020 report on a voluntary basis.

In 2020 the Hospital utilised the Coronavirus Job Retention Scheme (CJRS), this fell outside the relevant pay period but staff who utilised this scheme are still counted towards the overall headcount.

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: For this measure we have a gender pay gap of 3.48% (compared to 3.65% in our 2020 submission).

This compares to national averages for 2019 of 17.7% and 23.4% for the human health sector.<sup>1</sup>

The median gender pay gap: Our figure is -8.03% (compared to -9.84% in our 2020 submission). A negative measure indicates the extent to which at the middle range women earn more than men.

### **4. Bonus Arrangements**

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<sup>1</sup> ONS Annual Survey for Hours and Earnings: Gender Pay Gap 2019. Due to the COVID exemption similar data is not available for 2020.

Our mean bonus gender pay gap was -10.43%. . 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 (particularly given the small number of staff involved).

Our median bonus gender pay gap was -7.56%.

The proportion of men and women receiving bonus pay in the last 12 months (up to the snapshot date) equated to Male: 0.48% and Female 0.24%.

## 5. Quartile Pay Bands

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

2021 Submission (2020 data)

	<b>Male</b>	<b>Female</b>
<b>Lower quartile pay bands</b>	<b>41.6%</b>	<b>58.4%</b>
<b>Lower middle quartile pay bands</b>	<b>30.1%</b>	<b>69.9%</b>
<b>Upper middle quartile pay bands</b>	<b>28.6%</b>	<b>71.4%</b>
<b>Upper quartile pay bands</b>	<b>30.5%</b>	<b>69.5%</b>

The distribution within the lower middle quartile pay band and the upper quartile pay bands broadly match the gender breakdown of our workforce (Female: 67%, Male: 33%) and is reasonably consistent with the previous report. The higher prevalence of females within the Upper 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.

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

## **6. Summary**

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

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St John & St Elizabeth Hospital  
14 December 2020