

# Gender Pay Gap Report 2019/2020

## Situation

Organisations with more than 250 employees are required to publish annual data on their gender pay gaps. Although public sector organisations in Wales covered by the Equality Act 2010 (Statutory Duties) (Wales) Regulations 2011 are exempted from these regulations, to demonstrate our commitment to equality Powys Teaching Health Board (along with other NHS Wales organisations) has made a commitment to publish this data.

In addition, as part of our Public Sector Duty (PSED), Equality Act 2010, we gave a commitment to reducing gender or other protected characteristic pay gap. Objective 4 in Strategic Equality Plan states:

**Gender and any other protected characteristic pay gap**

**Objective:** To reduce any gender or other protected characteristic pay gap to promote equality and good practice

**Actions:** meet the legislative requirements of the gender pay gap information regulations  
(Year 1-4)

**Measures:** Identify any trends and to formulate an action plan to address an unfair differentials that may emerge

It is recognised that this requires us to publish, consider and act upon differences in relation to other protected characteristics, but for the purposes of this report we are focusing on the requirements of the gender pay gap information regulations only.

These are:

1. mean gender pay gap
2. median gender pay gap
3. mean bonus gender pay gap
4. median bonus gender pay gap
5. proportion of males and females receiving a bonus payment
6. proportion of males and females in each pay quartile band

It should be noted that gender pay gap reporting is different from equal pay which deals with the pay differences between men and women who carry out the same jobs, similar jobs or work of equal value. It is prohibited under UK law to pay people unequally because they are a man or a woman. The gender pay gap shows the differences in the average pay between men and women and the regulations require both median and mean figures to be reported. The median shows the mid-point salary of any sample, calculated through sorting the hourly rates from lowest to highest and calculating the middle value. The mean is the overall average of the sample and therefore the overall figure can be influenced by any extremely high or low hourly rates of pay. It is therefore possible to have genuine pay equality but still have a significant gender pay gap.

## Background

This is the first time our workforce data has been analysed to provide a Gender Pay Gap report.

Data and statistics provided for this report have been created using the national Electronic Staff Record System Business Intelligence reporting tool, specifically designed to allow NHS organisations to meet the reporting requirements of the Regulations.

## Assessment

The data contained in this report is a 'snapshot' from 31 March 2020. At that time the Health Board employed 2,281 individuals, of which 1,950 (85%) were female and 331 (15%) were male.

Pay Band	Female	Male
Band 2	84%	16%
Band 3	89%	11%
Band 4	94%	6%
Band 5	90%	10%
Band 6	87%	13%
Band 7	82%	18%
Band 8A	80%	20%
Band 8B	69%	31%
Band 8C	74%	26%
Band 8D	58%	42%
Band 9	50%	50%
Consultant	41%	59%
Other Medical/Dental Grades	46%	54%

### a) Average gender pay gap as a mean average

Gender	Avg. Hourly Rate
Male	18.5309
Female	15.5944
Difference	2.9365
Pay Gap %	15.8463

### b) Average gender pay gap as a median average

Gender	Median Hourly Rate
Male	15.5472
Female	14.0248
Difference	1.5224
Pay Gap %	9.7922

**c) Average bonus gender pay gap as a mean average**

Gender	Avg. Pay
Male	10,795.83
Female	5,957.39
Difference	4,838.45
Pay Gap %	44.82

**d) Average bonus gender pay gap as a median average**

Gender	Median Pay
Male	10,207.29
Female	3,334.98
Difference	6,872.31
Pay Gap %	67.33

**e) Proportion of male and female employees receiving a bonus payment**

Gender	Employees Paid Bonus	Total Relevant Employees	%
Female	5.00	2245.00	0.22
Male	5.00	420.00	1.19

**f) Proportion of male and female employees in each quartile pay band**

Quartile	Male	Female	Male %	Female %
1	90	553	14.00%	86.00%
2	78	568	12.07%	87.93%
3	71	569	11.09%	88.91%
4	134	518	20.55%	79.45%

The data shows that statistically the Health Board pays the male workforce more than the female workforce. However, further analysis is needed to determine if this is true for all staff groups or if this changes when Agenda for Change and Medical/Dental staff are separated, or when each pay band is examined individually.

All analysis taken with regards to bonus payments only includes Consultants in receipt of Clinical Excellence Award or Commitment Awards. The figures given in table (e) show recipients of these awards as a percentage of the whole workforce.