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Gender Pay Gap Report March 2023

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Introduction

- Government legislation means employers with 250 or more employees are required to publish their figures comparing men and women's average pay across the organisation.
- The gender pay gap is the difference between the average earnings of men and women.
- The first report was published in March 2018, which provided gender pay data as at 31 March 2017
- The gender pay gap report must include:
 - Mean gender pay gap
 - Median gender pay gap
 - Mean bonus gender pay gap
 - Median bonus gender pay gap
 - Proportion of men in the organisation receiving a bonus payment
 - Proportion of women the organisation receiving a bonus payment
 - Proportion of men and women in each quartile pay band
- This report shows gender pay data as at 31 March 2023



Difference between Gender Pay and Equal Pay

Equal Pay

- Equal pay deals with pay differences between men and women, who carry out the same jobs, similar jobs or work of equal value

Gender Pay

- Gender pay gap shows the differences in the average pay between men and women



Using the results of the Gender Pay Gap Report

Although we continue to develop an environment where people feel we provide equal opportunities and take action against any discrimination, we are not complacent and set priorities around our Public Sector Equality Duties

We can use the results of this report to address:

- The levels of gender equality at the ROH
- The balance of male and females at different levels
- How effectively talent is being maximised and rewarded
- A clear set of actions to promote change



Definitions and Scope

- **Mean**
The mean hourly rate is the average hourly wage across the entire organisation so the mean gender pay gap is a measure of the difference between women's mean hourly wage and men's mean hourly wage
- **Median**
The median hourly rate is calculated by ranking all employees from the highest paid to the lowest paid, and taking the hourly wage of the person in the middle; so the median gender pay gap is the difference between women's median hourly wage (the middle paid woman) and men's median hourly wage (the middle paid man)
- **Pay Quartiles**
Pay quartiles are calculated by splitting all employees in an organisation into four even groups according to their level of pay. Looking at the proportion of women in each quartile gives an indication of women's representation at different levels of the organisation
- This report is based on pay rates for the following year:
 - Pay as at 31 March 2023 and covers any bonuses paid within the year 1 April 2022 to 31 March 2023
- It covers all employees under contract to The Royal Orthopaedic Hospital NHS Foundation Trust (the ROH), including Agenda for Change and Medical terms and conditions. It includes those employed under Temporary Staffing but does not include Non-Executive Directors
- All data has been collated from the Electronic Staff Record (ESR) system

Median and Mean Gender Pay Gap

MEDIAN GENDER PAY GAP AT ROH

- The median hourly wage for men: £19.42
- The median hourly wage for women: £15.33
- This equates to a difference of £4.09
- The median hourly rate: **21.06%** lower for women than it is for men
- **In 2023 there had been a slight improvement for every £1 earned by men, women earned 78.94**



MEAN GENDER PAY GAP AT ROH

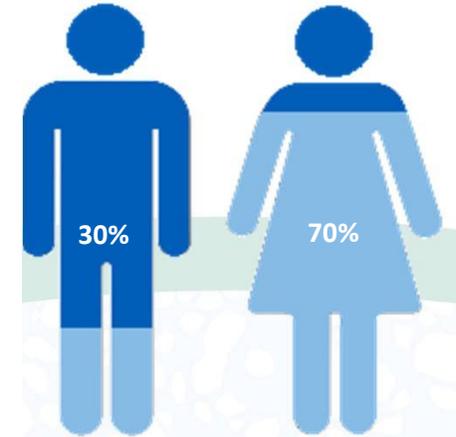
- The mean hourly rate for men: **£25.58**
- The mean hourly rate for women: **£17.26**
- **When comparing mean hourly wages, women's mean hourly wage was 32.54% lower in 2023**
- This was a difference of **£8.32** in the average hourly rates between men and women in 2023



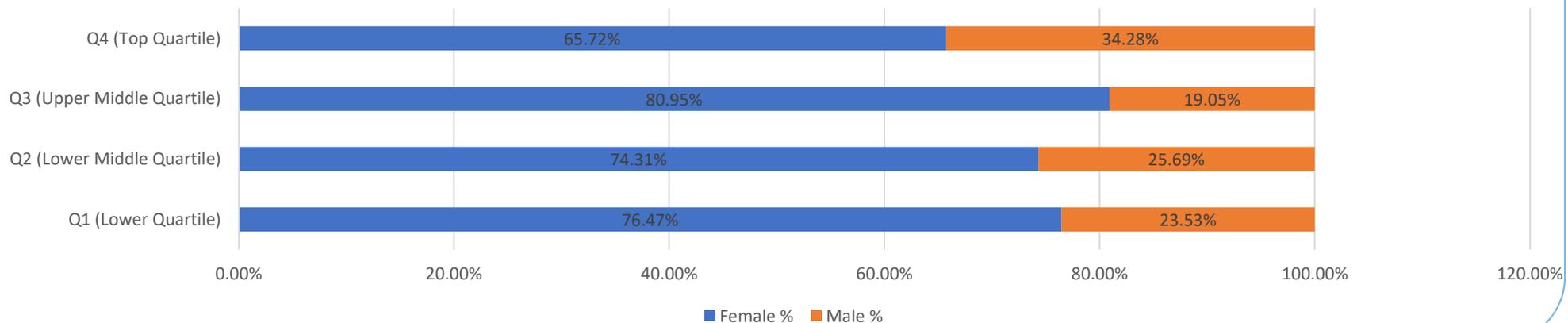
Pay Quartiles

- The gender profile of the ROH have not changed significantly overall. 70.2% female to 29.8% male in 2022 compared to **70.35 to 29.65 in 2023**. This is a common workforce profile across NHS Trusts.
- The Trust employ significantly more women in Quartiles 1, 2 and 3, (**accounting for approximately 78% of the total**), however there is a smaller proportion within the top quartile (4) at 34%.
- Consultant medical staff was **123 in 2023** of which 6 were women

Trust Gender Profile



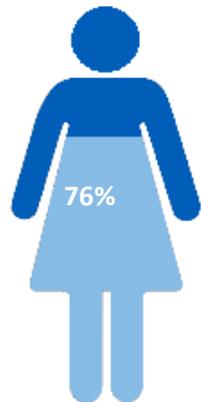
Gender Pay - Ordinary Pay Comparison 2023



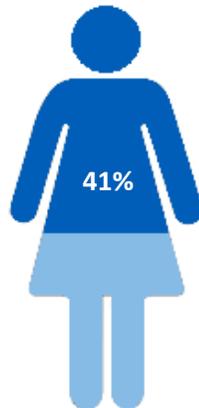
Gender Pay Gap Bonus Pay

- For the purposes of the gender pay gap, bonus pay is classed as any rewards that related to profit- sharing, productivity, performance, incentive and commission that were actually paid within the reporting period. In ROH the only payment that qualifies as a bonus payment is the Clinical Excellence Award that applies to substantive consultant medical staff with more than 12 months service.
- At the ROH, the women's median bonus pay is **59%** lower than men's. This means that women earn **41p** for every £1 that men earn when comparing median bonus pay.
- When comparing the mean bonus pay gap, women's mean bonus pay was **76.11% in 2023** lower than men's.

Mean Bonus Gender Pay Gap



Median Bonus Gender Pay Gap



Who received bonus pay at the ROH

- **0.1%** of women
- **5.05%** of men



Excluding Consultants

Gender 2023	Avg. Hourly Rate 2023	Median Hourly Rate 2023
Male	18.9325	15.9973
Female	17.0423	15.1839
Difference	1.8902	0.8135
Pay Gap %	9.9841	5.0850

Excluding all Medical Staff

Gender 2023	Avg. Hourly Rate 2023	Median Hourly Rate 2023
Male	17.6818	14.3767
Female	16.8418	15.0753
Difference	0.8490	-0.6986
Pay Gap %	4.7510	-4.8592

Comparison to Previous Years

ORDINARY PAY				
MEAN			MEDIAN	
Year	Pay Gap %		Year	Pay Gap %
2018	36.2%		2018	27.8%
2019	34.3%		2019	23.1%
2020	36.9%		2020	29.5%
2021	36.3%		2021	28.6%
2022	33.8%		2022	22.6%
2023	32.54%		2023	21.06%

BONUS PAY				
MEAN			MEDIAN	
Year	Pay Gap %		Year	Pay Gap %
2018	53.9%		2018	62.2%
2019	46.9%		2019	53.3%
2020	63.5%		2020	55.5%
2021	61.4%		2021	42.5%
2022	62.9%		2022	45.0%
2023	76.11%		2023	59.09%

- **The mean pay gap has decreased from 2022.**
- The Trust's gender pay and bonus pay gap is primarily driven by the gender split in the consultant body which is approximately 94% male and 6% female.
- The mean gender pay gap has stayed steady since 2018 and decreased from 33.8% in 2022 to 32.54% in 2023
- Since 2022 we have seen a further decrease in the median gender pay gap of 1%
- There has been a marked increase in the mean bonus pay gap since 2022
- The gap for median bonus pay has increased but is still lower than 2018.
- Based on the comparisons to previous years, the trends would suggest that the Trust is making progress with closing the Gender Pay Gap in some areas.



Action Plan (Integrated into the Inclusion Action Plan)

Key Actions	Lead	Completion
Continue the work to actively promote flexible working opportunities/ shared parental leave in the advertising of new roles	Recruitment Team	July 2024
Recruitment and establishment of Women’s network chair Further development of the Women’s network to highlight specific areas for improvement with involvement from female colleagues in all departments	OD and Inclusion Team (CM) Women’s network	December 2024
Implementation of Sexual Safety Charter across the Trust	Nursing Directorate (NB)	December 2024 (tbc)
Development of Talent and Succession strategy to include work on talent pipelines in line with EDI Improvement plan	OD and Inclusion Team (CM)	March 2025
Delivery of the EDI Improvement plan objectives aligned with Gender Pay gap	EDI Improvement plan Leads OD and Inclusion Team	March 2025



Action Plan (Integrated into the Inclusion Action Plan)

Action	Lead	Completion
Project to ensure that full functionality for flexible working options on E rostering is documented, and training is provided to Managers	ROH Bank Team Finance Team	December 2024
Develop work experience programme for pre medical schools (diversity in orthopaedics to be included as an element in programme)	Education and Training (DR)	March 2025
Review of Medical Trainee rotation programme to ensure correct level of support is available	Medical Directorate (AM)	March 2025
Scoping exercise to review criteria of Clinical Excellence Awards for Medical staff	Medical Directorate (MR)	October 2024
Undergraduate Academy to explore development of a research project around perception of orthopaedics within medical students including outcomes.	Education and Training (ED)	September 2025
Curriculum map for Inclusion to be developed as part of all Medical Education work streams.	Education and Training (DR)	September 2025