



Royal Orthopaedic Hospital NHS Foundation Trust – Gender Pay Gap Report as at 31st March 2020

This report provides data for the period 1st April 2019 to 31st March 2020 in line with the Government Gender Pay reporting requirements. To inform this report we have used the Electronic Staff Record system to analyse pay data and meet our statutory obligations.

The results have been posted on the Government portal <https://gender-pay-gap.service.gov.uk/> in accordance with our statutory duty.

Figure 1 provides the Gender Pay Gap for all staff (including bank-staff) working at the Royal Orthopaedic Hospital NHS Foundation Trust during the relevant period.

Figure 2 provides the Gender Pay Gap for all staff working (including bank-staff) at the Royal Orthopaedic Hospital NHS Foundation Trust during the relevant period, excluding our medical workforce.

The data is based on a total of 1186 staff employed at ROH as at 31st March 2020 comprising of the following split:

	Female	Male
Total Workforce	70.5%	29.5%
Medical Workforce as a % of Total Medical Workforce	10.2%	89.8%

Figure 1: Gender Pay Gap as of March 2020 – All ROH Trust staff (including bank-workers)

Difference in <u>mean</u> hourly rate of pay –	36.9%
Difference in <u>median</u> hourly rate of pay –	29.5%

Employees by pay quartile

	Female	Male
Upper Quartile	47.1%	52.9%
Upper Mid Quartile	78.4%	21.6%
Lower Mid Quartile	79.5%	20.5%
Lower Quartile	77.0%	23.0%



Bonus Payments

	Male	Female
% of employees who received a bonus	6.2%	0.2%

Difference in mean bonus* pay – 63.5%

Difference in median bonus* pay – 55.5%

*Total value of all bonus payments made in the relevant period

Figure 2: Gender Pay Gap as of March 2020 – All ROH Trust staff excluding medical workforce

Difference in mean hourly rate of pay – 5.6%

Difference in median hourly rate of pay – 2.9%

Employees by pay quartile (excluding medical workforce)

	Female	Male
Upper Quartile	73.2%	26.8%
Upper Mid Quartile	79.6%	20.4%
Lower Mid Quartile	77.7%	22.3%
Lower Quartile	77.3%	22.7%

Bonus Payments (excluding medical workforce)

	Male	Female
% of employees who received a bonus	0%	0%

Difference in mean bonus pay – 0%

Difference in median bonus pay – 0%

The only bonus payments made within the Trust are National and Local Clinical Excellence Awards (CEA) paid to Consultants in line with National NHS guidelines. The difference in bonus pay data is driven by the significantly higher ratio of male to female consultants. During the period the Trust employed 87 consultants of whom 81 were male and only 6 were female.