

Summary of the Gender Pay Gap ...

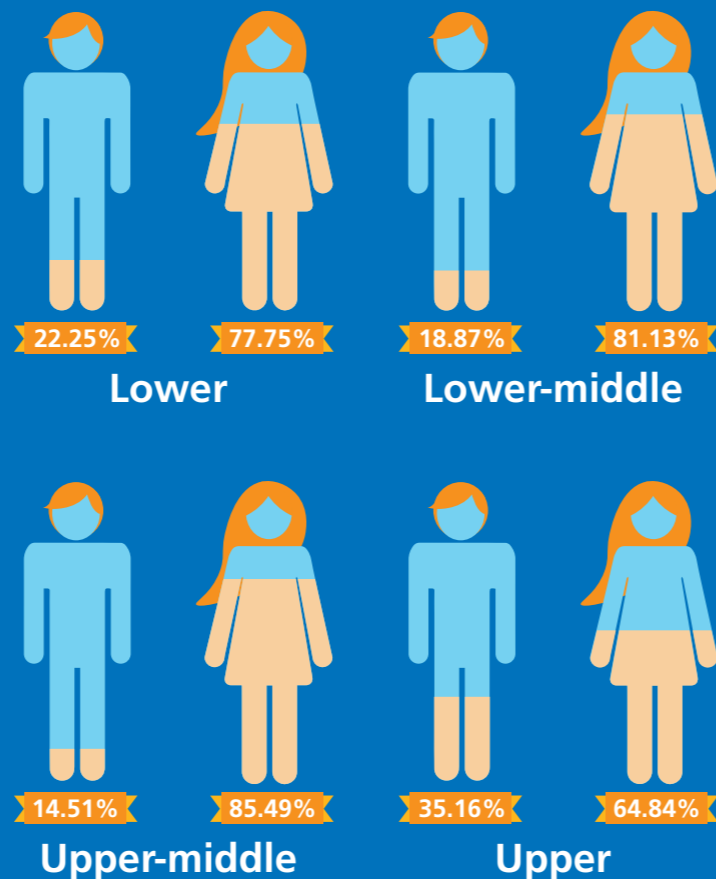
Dorset County Hospital NHS Foundation Trust is an employer required by law to carry out Gender Pay Reporting under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017. Gender Pay Gap reporting is distinct from Equal Pay. The Gender Pay Gap refers to the overall picture of average pay of male and female employees. For the 2017 data we used the mean rate as our headline figure, further research into this area suggests the median value is used. This value is not affected by extreme values; such as changes in the earnings of small numbers of very high earners. From this report onwards we will use the median value as our headline figure.



Dorset County Hospital NHS Foundation Trust



Proportion of males and females in each pay quartile



Dorset County Hospital only has 194 male employees in bands 1-4 compared to 905 females; it is a result of this along with the imbalance between males and females in our Medical and Dental Grades that we see a Gender Pay Gap

Median gender pay gap (in hourly pay)



Median male hourly salary
£14.70

Median female hourly salary
£13.55

Mean gender pay gap (in hourly pay)

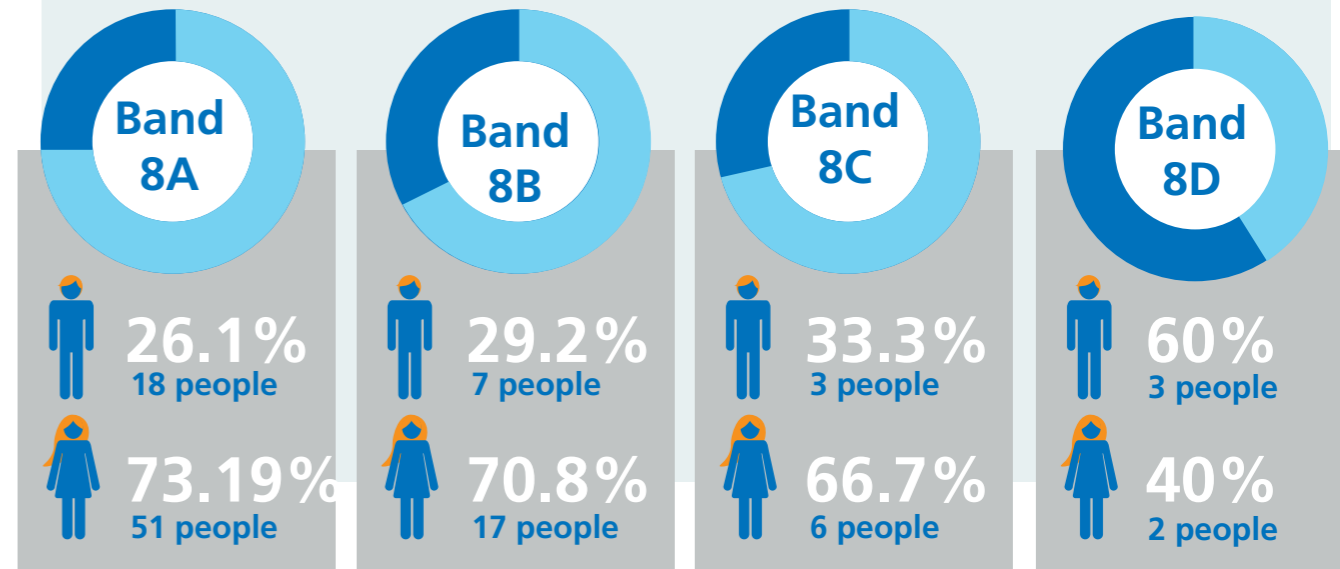


Average male hourly salary
£21.69

Average female hourly salary
£15.15

The senior Agenda for Change grades

The cause of the Gender Pay Gap is not a result of a bias against female employees reaching a senior non-medical role.



Our Gender Pay Gap is

7.85%

Moving Forward

The Trust will continue to take positive steps to reduce the Gender Pay Gap.

These steps include re-launching our recruitment training, developing our leadership offering and maintaining links with local schools/colleges.

Figures taken as of 31 March 2017