

Northern Devon NHS Trust

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1. INTRODUCTION

From 2017, any organisation that has 250 or more employees must publish and report specific figures about their gender pay gap. The gender pay gap is the difference between the average earnings of men and women, express

The Trust must both:

4. NATIONAL BENCHMARKING

The table below shows our performance against the most recent official headline pay gap benchmarking, for all employers, from the Office for National Statistics (ONS)²:

	Pay gap based on median average	Pay gap based on mean average
National benchmark	14.9%	13.9%
Human Health Activities	17.0%	20.8%
Hospital Activities	13.3%	21.2%
NDHT	22.6%	27.7%

Commentary

The pay gap based on the median average is the most reliable and widely used measure of gender pay equality. When the pay gap is measured using the mean average, this allows either end to distort the measure. The figures above indicate that the NDHT gender pay gap is significantly higher than local and national benchmarks.

The median gender pay gap has been reduced since last years reporting with the gap between the Trust and national benchmarking now at 7.7% as opposed to 16.7%.

5. COMPARISON WITH PREVIOUS YEAR

Mean average for hourly rate of pay

	2022	2023	% change
Male	£22.34	£23.06	3.22%
Female	£15.98	£16.68	4.38%
% difference	28.47%		

6. SOURCES OF PAY GAPS

The table below shows our gender pay gap for all staff, excluding medical and dental staff compared to data for all employees:

	NDHT All Staff			NDHT Excluding Consultants		
	Male Hourly Rate	Female Hourly Rate	Gap	Male Hourly Rate	Female Hourly Rate	Gap
Mean average	£23.06	£16.68	27.7%	£19.26	£16.21	15.84%
Median average	£19.21	£14.86				