NHS
The Queen Elizabeth Hospital King's Lynn
NHS Foundation Trust

Gender Pay Gap Report

March 2025 submission

Introduction

The Queen Elizabeth Hospital King's Lynn NHS Foundation Trust

Background

Securing Foundation Trust status in 2011, The Queen Elizabeth Hospital is an established 432 bed general hospital providing healthcare services to West and North Norfolk in addition to parts of Breckland, Cambridgeshire and South Lincolnshire. We employ approximately 4000 staff and provide a comprehensive range of specialist, acute, obstetrics and community-based services.

The QEH is committed to being an equal opportunities employer and to building equality, diversity and inclusion into everything that it does.

The QEH supports the fair treatment and reward of all staff irrespective of gender.

Gender Pay Gap reporting

Gender pay reporting legislation requires employers with 250 or more employees to report annually on their gender pay gap between their male and female employees. Government departments are covered by the Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017 which came into force on 31 March 2017. These regulations underpin the Public Sector Equality Duty and require the relevant organisations to publish their gender pay gap data annually, including mean and median gender pay gaps; the mean and median gender bonus gaps; the proportion of men and women who received bonuses; and the proportions of male and female employees in each pay quartile.

The gender pay gap shows the difference in the average pay between all men and women in a workforce. If a workforce has a particularly high gender pay gap, this can indicate there may be a number of issues to deal with, and the individual calculations may help to identify what those issues are.

The gender pay gap is different to equal pay. Equal pay deals with the pay differences between men and women who carry out the same jobs, similar jobs or work of equal value. It is unlawful to pay people unequally because they are a man or a woman. This report sets out:

- the reporting requirements for QEH
- provides additional data where appropriate
- provides some analysis to identify the gender pay gap
- possible reasons for the gender pay gap, and
- what we are doing to close the gender pay gap in the organisation.

Definition and Scope

The gender pay gap is defined as the difference between the mean/median hourly rate of pay that male and female colleagues receive.

The mean pay gap is the difference between average hourly earnings of men and women, i.e. the hourly gap divided by the average for men equates to the mean gender pay gap.

The median pay gap is the difference between the midpoints in the ranges of hourly earnings of men and women. It takes all salaries in the sample, lines them up in order from lowest to highest, and picks the middle-most salary.

The report is based on rates of pay as at 31 March 2024 and bonuses paid 1 April 2023 to 31 March 2024. It includes all workers in scope on 31 March 2024

Gender Pay Gap – summary data

The following Gender pay report data is as at the snapshot date of 31 March 2024:
** Please see comments later in this report explaining what constitutes a bonus*

SUMMARY DATA	31-Mar-23	31-Mar-24
The mean gender pay gap for QEH	19.54%	18.55%
The median gender pay gap for QEH	12.12%	12.08%
The mean gender bonus* gap for QEH	27.94%	15.71%
The median gender bonus* gap for QEH	0%	0.00%

Source – ESR (extracted February 2025)

Employees per Quartiles by Gender – 2024

The Queen Elizabeth Hospital King's Lynn NHS Foundation Trust

Please note that the figures in brackets are from the GPG report for 31 March 2023, for comparison

Quartile	Female headcount	Male headcount	Female %	Male %	Description
1 (lowest paid)	1076 (827)	205 (181)	84.08 (82.04)	15.92 (17.96)	Includes all employees whose standard hourly rate places them at or below the lower quartile
2	981 (842)	301 (237)	77.25 (78.04)	22.75 (21.96)	Includes all employees whose standard hourly rate places them above the lower quartile but at or below the median
3	969 (780)	312 (263)	73.29 (74.78)	26.71 (25.22)	Includes all employees whose standard hourly rate places them above the median but at or below the upper quartile
4 (highest paid)	897 (695)	394 (351)	67.54 (66.44)	32.46 (33.56)	Includes all employees whose standard hourly rate places them above the upper quartile

Source – ESR (extracted February 2025)

Ensuring equal pay

The Queen Elizabeth Hospital King's Lynn NHS Foundation Trust

As noted earlier in this report, gender pay is different to equal pay. Equal pay deals with the pay differences between men and women who carry out the same jobs, similar jobs or work of equal value. It is unlawful to pay people unequally because they are a man or a woman.

Legislation requires that men and women must receive equal pay for:

- the same or broadly similar work;
- work rated as equivalent under a job evaluation scheme; or
- work of equal value.

The Trust delivers equal pay through a number of means but primarily through adopting nationally agreed terms and conditions for our workforce:

1. National NHS Agenda for Change Terms and Conditions of Service (AfC).

AfC is negotiated nationally by the NHS Staff Council, led by NHS Employers. The national NHS Staff Council has overall responsibility for the AfC pay system and has representatives from both employers and trade unions. AfC provides the framework for pay arrangements which are in place at QEH.

Typically, AfC terms and conditions apply to nursing, allied health professionals and administration and clerical staff, which are the majority of the workforce. Where appropriate, locally agreed policies may supplement AfC arrangements, such as:

- Family friendly policies
- Evaluating job roles and pay grades as necessary to ensure a fair structure starting salaries policy

2. Medical and Dental Staff are employed on national Terms and Conditions of Service (TCS) and pay arrangements.

These pay arrangements are negotiated nationally on behalf of employers by NHS Employers with the NHS trade unions. These terms and conditions include all Consultants, Medical and Dental staff and Doctors and Dentists in Training.

3. Very Senior Managers (VSMs) and Chairs and Non-Executive Directors (NEDs).

As an NHS Foundation Trust, the QEH is free to determine its own rates of pay for its VSMs and Chairs and NEDs. VSMs include Chief Executives, Executive Directors and other senior managers with board level responsibility who report directly to the Chief Executive.

The Mean Gender Pay Gap Staffing Position as at 31 March 2024

The Queen Elizabeth

The Trust continues to be confident that any pay gap does not stem from paying men and women differently for the same or equivalent work. Rather its gender pay gap is the result of the roles in which men and women work within the organisation and the salaries that these roles attract. This is mirrored by other NHS organisations whereby they have also confirmed that their gender pay gap is the result of the roles in which men and women work within the organisation.

To the right of this narrative is a table which reflects the pay bands in operation. The bands referred to in the table are the AfC pay bands and range from band 1 (the lowest pay band) through to band 9 (the highest pay band). Medical and Dental roles are categorised by 'Non-Consultant Medical' and 'Consultant'. There is a separate line for Executive Directors and Non-Executive Directors (this includes the Associate Non-Executive Directors).

There are 3 members of staff employed by the QEH on what have been categorised as 'Trust Contracts'. Typically, these are substantive members of staff on non AfC contracts. The information contained within the table is sourced from the same data which provided the gender pay gap figures, i.e., the staffing position as at 31 March 2024.The final column within the table reflects the gender pay gap position, based on the staff contained within the respective pay categories. Where there is a negative figure, it suggests that the pay gap is in favour of females. Where it is a positive figure, it reflects a gender pay gap in favour of males. The report details that Non-Consultant medical roles from 2023 to 2024 female headcount have increased to 162 which represents just over half of all posts in this grade. The female Consultant figure has remained static at 51, as also previously reported in 2023.

	Female Headcount	Female %	Female Mean hourly rate	Male Headcount	Male %	Male Mean hourly rate	Total Headcount	% Gender Pay Gap by Band*
Band 1	29	93.55%	£13.50	2	6.45%	£12.28	31	**-9.93%**
Band 2	1310	76.16%	£13.78	410	23.65%	£14.76	1720	**6.64%**
Band 3	383	80.29%	£13.29	94	20.53%	£14.18	477	**6.28%**
Band 4	336	91.06%	£14.05	33	9.62%	£14.12	369	**0.50%**
Band 5	735	79.98%	£18.85	184	21.19%	£18.25	919	**-3.29%**
Band 6	476	83.22%	£22.22	96	17.92%	£21.56	572	**-3.06%**
Band 7	290	81.23%	£25.36	67	19.25%	£24.95	357	**-1.64%**
Band 8a	88	73.95%	£28.49	31	28.70%	£27.40	119	**-3.98%**
Band 8b	24	63.16%	£31.69	14	35.14%	£33.41	38	**5.15%**
Band 8c	17	73.91%	£38.61	6	22.73%	£42.58	23	**9.32%**
Band 8d	9	69.23%	£44.77	4	28.57%	£44.53	13	**-0.54%**
Band 9	3	50.00%	£56.78	3	50.00%	£58.79	6	**3.42%**
Consultant	51	34.69%	£54.35	96	64.86%	£55.91	147	**2.79%**
Exec/Non Exec	7	31.58%	£56.21	13	65.00%	£41.77	20	**-34.57%**
Non Consultant medical role	162	50.47%	£26.37	159	49.53%	£28.56	321	**7.67%**
Trust	3	100.00%	£13.32	0	0.00%	£0.00	3	**0.00%**
Grand Total	**3923**	**76.40%**	**£18.35**	**1212**	**23.60%**	**£22.53**	**5135**	**18.55%**

** Negative figures in the column 'Gender Pay Gap by Pay Band' indicate a gender pay gap in favour of females.*

It should be noted that the '% Gender Pay Gap by Band' column does not directly correlate with the 'Gender Headcount' or '%' split columns. This is calculated as a percentage of the difference between the mean hourly rates for both female and male, divided by the 'mean male hourly rate')

Understanding the Gender Pay Gap
Gender split graph

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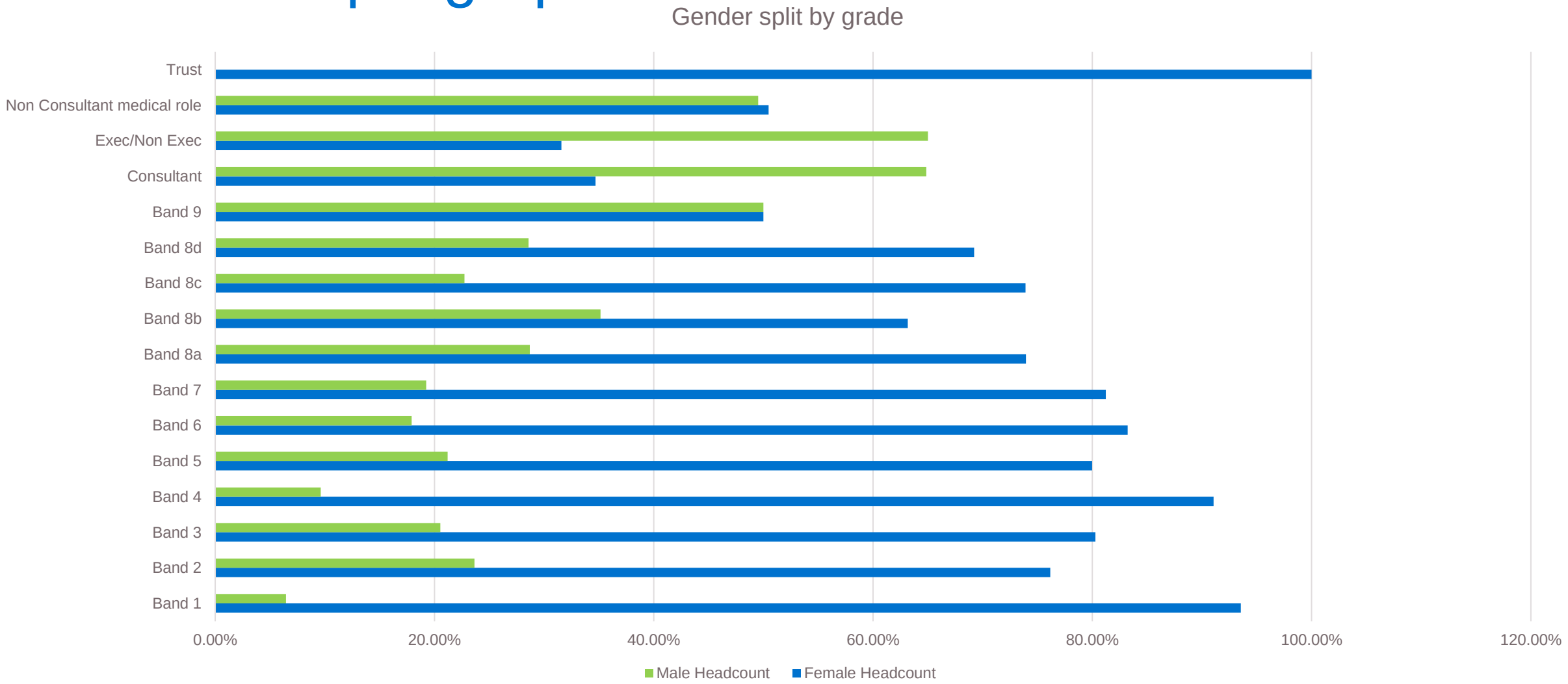

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Benchmarking with our Peers

Employer Name	Gender Pay Gap - Hourly rate (mean %)	Gender Pay Gap - Hourly rate (median %)
2023 -24		
James Paget University Hospital NHS Foundation Trust	24.56	12.07
Norfolk And Norwich University Hospitals Nhs Foundation Trust	28.5	16.60
The Queen Elizabeth Hospital Kings Lynn NHS Foundation Trust	*19.5*	*12.10*
2022 - 23		
James Paget University Hospital NHS Foundation Trust	25.7	13.30
Norfolk And Norwich University Hospitals Nhs Foundation Trust	30.4	21.00
The Queen Elizabeth Hospital Kings Lynn NHS Foundation Trust	*20.5*	*13.50*
2021-22		
James Paget University Hospital NHS Foundation Trust	26.3	12.60
Norfolk And Norwich University Hospitals Nhs Foundation Trust	27.9	21.80
The Queen Elizabeth Hospital Kings Lynn NHS Foundation Trust	*22*	*13.00*
2020-21		
James Paget University Hospital NHS Foundation Trust	26.2	12.90
Norfolk And Norwich University Hospitals Nhs Foundation Trust	32.4	22.50
The Queen Elizabeth Hospital Kings Lynn NHS Foundation Trust	*24.7*	*15.20*
2019-20		
James Paget University Hospital NHS Foundation Trust	27	13.60
Norfolk And Norwich University Hospitals Nhs Foundation Trust	34.4	24.60
The Queen Elizabeth Hospital Kings Lynn NHS Foundation Trust	*26.8*	*18.50*
2018-19		
James Paget University Hospital NHS Foundation Trust	27.4	13.20
Norfolk And Norwich University Hospitals Nhs Foundation Trust	34.9	24.10
The Queen Elizabeth Hospital Kings Lynn NHS Foundation Trust	*29.8*	*17.60*
2017-18		
James Paget University Hospital NHS Foundation Trust	29.2	13.70
Norfolk And Norwich University Hospitals Nhs Foundation Trust	34.2	23.70
The Queen Elizabeth Hospital Kings Lynn NHS Foundation Trust	*27.4*	*14.80*

Source - Gender Pay Gap Service on Gov.uk

The Trust actively benchmarks our gender pay gap metrics with our regional acute colleagues

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National data

The latest data available to view publicly, is currently 2023. The tables show an example of what is available to view online.

[Gender pay gap service - GOV.UK]

1. Main gender pay gap figures

In this organisation:

- women earned 88p for every £1 that men earned (comparing median hourly pay)
- women made up 66.4% of employees in the highest paid quarter, and 82.0% of employees in the lowest paid quarter
- 1.0% of women received bonus pay, compared with 6.1% of men
- women's bonus pay was 0.0% lower than men's (comparing median bonus pay)

2. Hourly pay

In this organisation:

- women's median hourly pay was 12.1% lower than men's – this means they earned 88p for every £1 that men earn when comparing median hourly pay

- women's mean (average) hourly pay was 19.5% lower than men's

Understanding the Gender Pay Gap Reporting at QEH

The Queen Elizabeth Hospital King's Lynn NHS Foundation Trust

To assist with understanding the pay gap figures, the box below provides an example from the QEH calculation or the mean gender pay gap. For pay bands 1, 5 ,6 ,7, 8a, 8d, Executive Directors/Non-Executive Directors there is a gender pay gap in favour of females.

The mean gender pay gap is the difference between the mean hourly earnings of men and women. The mean hourly gap divided by the mean hourly earnings for men equates to the mean gender pay gap.
Specifically for the QEH:

- Mean male hourly rate is £22.53 (2023 was £21.19)
- Mean female hourly rate is £18.35 (2023 was £17.05)
- Difference between the male and female mean hourly rates is £4.18 (2023 was £4.14)

- Therefore, the mean gender pay gap percentage is 18.55% (2023 was 19.54%). This is calculated as a percentage of the 'difference' divided by the 'mean male hourly rate')

Understanding the Gender Pay Gap Reporting at QEH

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Staff on Trust Contracts (these are staff on old Whitley contracts who have chosen not to move to AFC) this includes staff such as Radiographers, on non-AFC contracts so one can expect a wide variation in pay rates.

For Consultants, there are disproportionately more men than women i.e. 96 males and 51 females

With any relatively small gender pay gap across the bands, it can be queried how the overall gender pay gap for the QEH is 18.55% but it is important to remember that this is about the gender pay gap not equal pay gap.

While pay within AfC and Medical and Dental pay bands between individuals is subject to nationally agreed terms and conditions, the numbers of individuals within bands varies. Also, for Consultant roles the impact of clinical excellence awards can significantly affect the data. Analysis suggests that the gender pay gap can be substantially attributed to the medical roles, typically the highest earning roles within the QEH. Such is the disproportionality, relative to the pay rates for all staff groups; the gender pay gap is enhanced due to this.

The Exec/Non-Executive Directors has a clear favour towards females in terms of gender pay gap, this is a small staff group with more female members as at 31st March 2024. This is reversed for non-executive directors with more male non-executives. As non-executive remuneration is lower than executive this has led to the favourable position towards females.