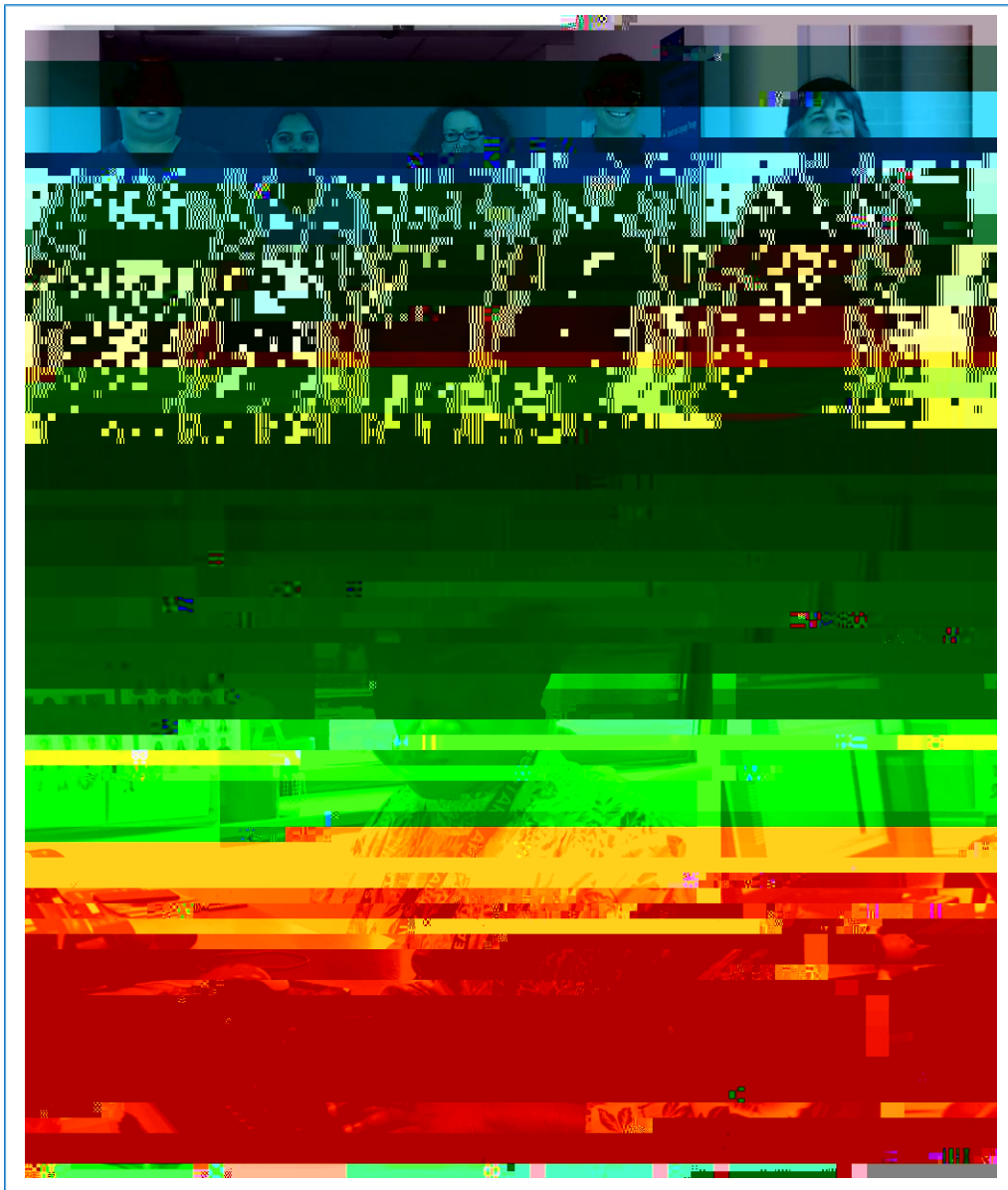


# Gender Pay Gap report 2019







Salisbury

NHS Foundation Trust

The figures show that the Trust has a mean gender pay gap of 23.84% and a median gender pay gap of 7.58%

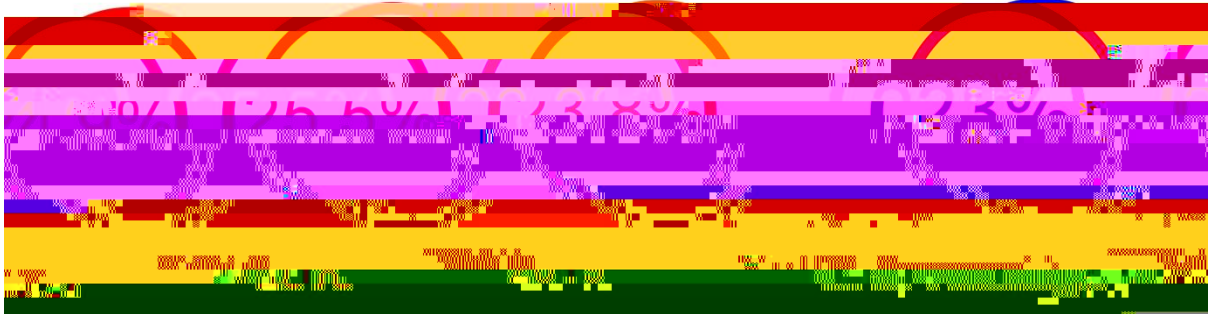
Gender	Avg. Hourly Rate	Median Hourly Rate
Male	20.7291	15.1416
Female	15.7881	13.9933
Difference	4.9410	1.1483
Pay Gap %	23.8360	7.5839

### Bonus Pay

The table below shows that average and median bonus pay for men was higher than



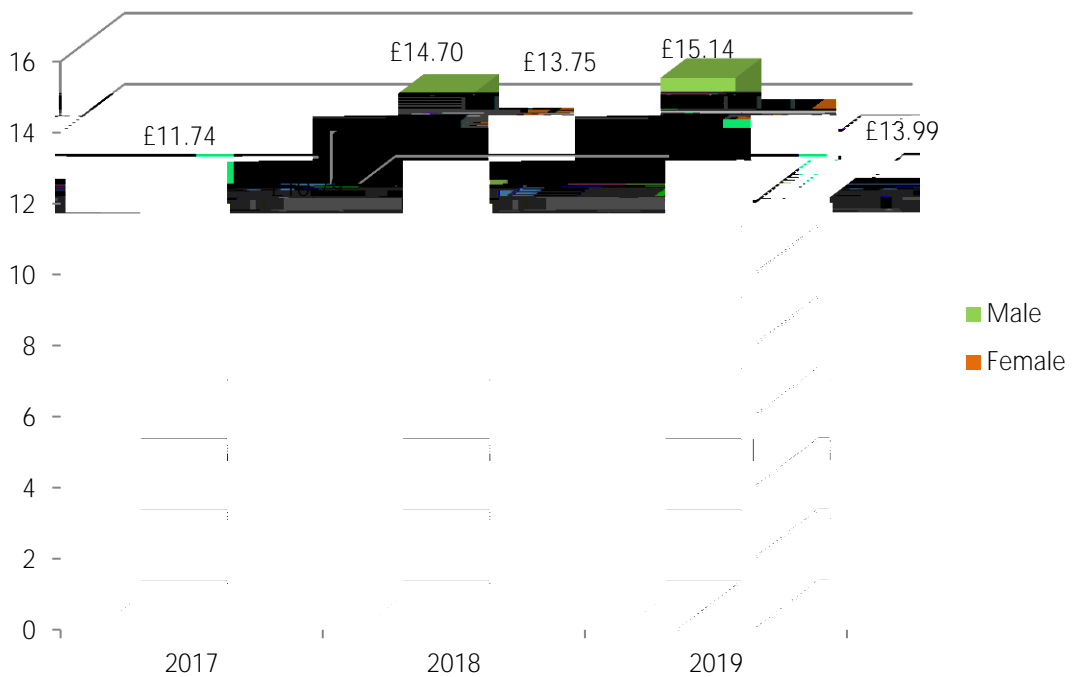
## 5. Our progress 2017/2018/2019



Salisbury NHS Foundation Trust has been posting Gender Pay Gap data on the Government website for the past three years. This now allows us to analysis our progress over that time.

You will see that the mean gender pay gap in hourly pay widened slightly in 2018 and is now beginning to close. The NHS average is 23% and you will note that we are now only slightly above that figure.

When we look at the median hourly rate we see that the gap closed slightly in 2018 and has since widened slightly.

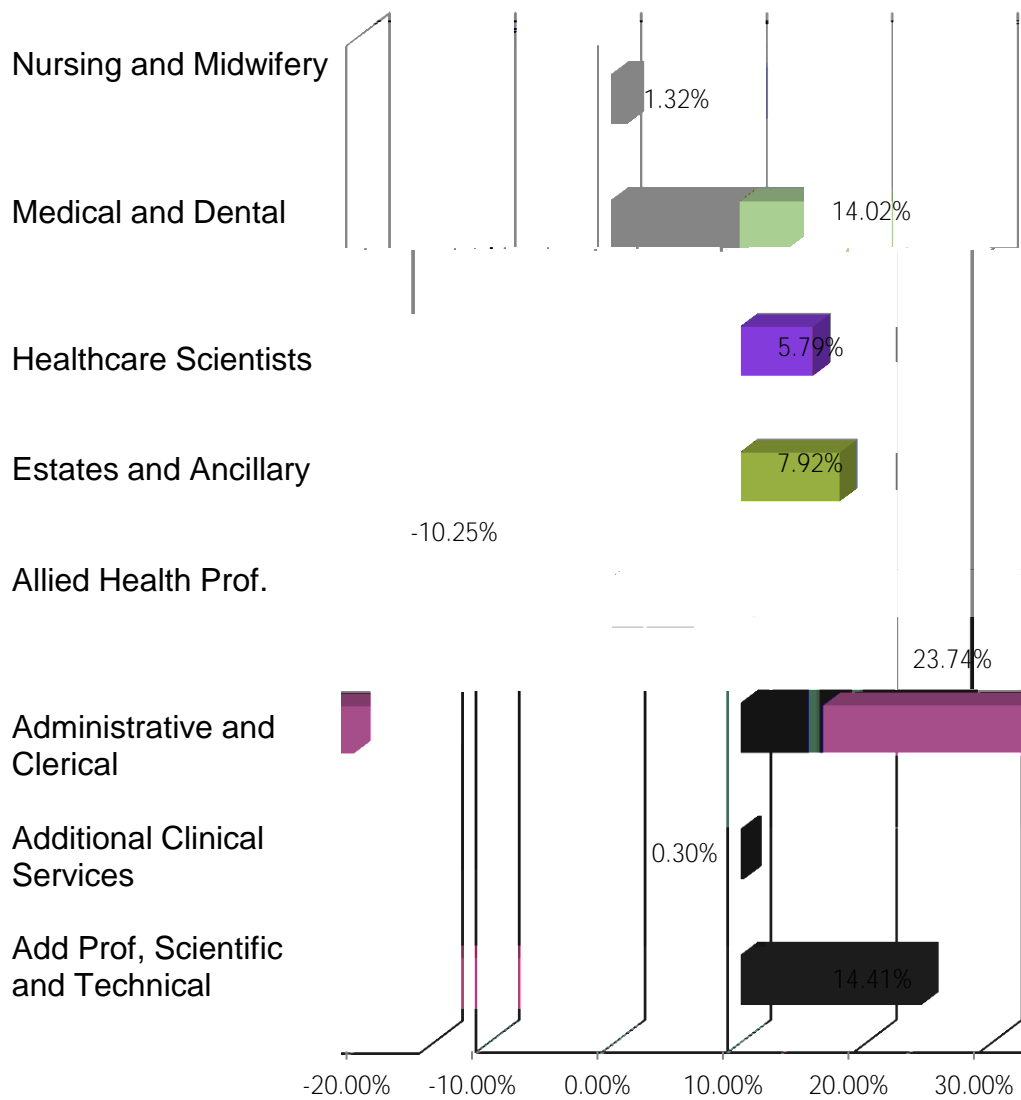




## 7. Gender Pay Gap by Staff Group

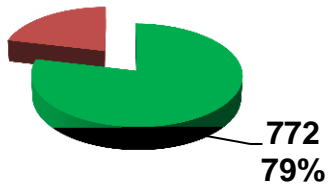
In order to gain a better understanding of what is creating our gender pay gap we have carried out analysis by staff group.

This shows quite a variance across the groups. It ranges from a 23.74% gap for Administrative and Clerical to a minus 10.25% gap for Allied Health Professionals.





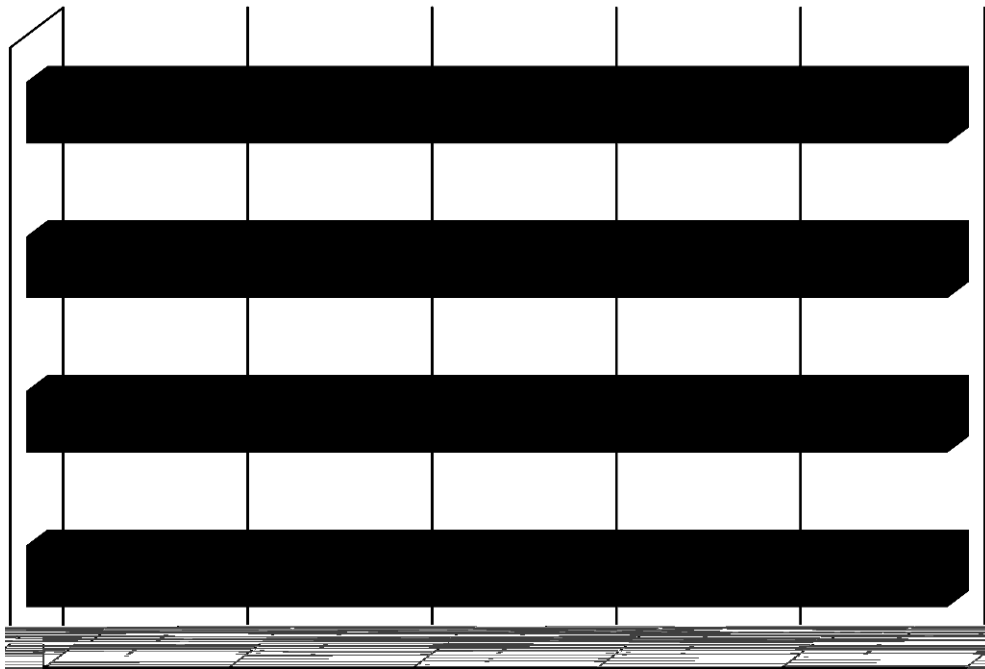
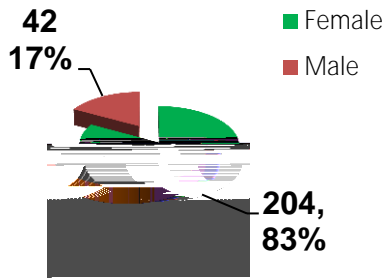
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Salisbury NHS Foundation Trust has reported similar pay gap data for the past three years. Since posting the first details in 2017 the Trust appears to be making some slight progress in the NHS average of 23%.

On closer investigation there are three main staff groups with double figure pay gaps:

- Administrative and Clerical

Work with managers from the Allied Health Professionals group to better understand the negative pay gap. This may help us to understand how to reduce the higher gaps.

Exploring how we can better support female talent. Encourage the next generation of female leaders through our Leadership Forum and education programs.

support female talent and progression within the Trust.

Engage with all staff to obtain accurate, up to date equality data to ensure that we have a true picture across the Trust.

Working with other NHS organisations and partners to learn from best practice and explore opportunities to develop joint activities

Exploring opportunities for more flexible or alternative shift working across the organisation and explore how this could be introduced into a wider range of roles

Author: Rex Webb, Head of Diversity and Inclusion  
[Rex.webb@nhs.net](mailto:Rex.webb@nhs.net)

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