

# Gender Pay Gap Report



**2018**

This report is prepared on behalf of QE Facilities Limited, part of the Gateshead Health NHS Foundation Trust Group.

## Introduction

QE Facilities Ltd (QEF) is a wholly owned subsidiary company of Gateshead Health NHS Foundation Trust, based in the North East of England. The company is a separate legal body, providing a range of estates, facilities management, pharmacy, procurement and transport services to health care organisations.

QEF is committed to the promotion of diversity, equality of opportunity and choice for all employees. Our aim is that our workforce is diverse and inclusive; being truly representative of the communities we serve. We want to make the best use of the talent and skills that everyone brings to our workforce whilst supporting our wider community by taking on apprentices and supporting work experience. As Company we actively encourage a healthy work life balance and promote a flexible approach to work.

The gender pay gap legislation introduced in April 2017 requires that UK employers with 250 employees or more on the snapshot date (5th April) publish data about their gender pay gap. The gender pay gap differs from equal pay as it is concerned with the differences in the average pay between men and women over a period of time no matter what their role is. Equal pay deals with the pay differences between men and women who carry out the same or similar jobs. The six different measures which have to be reported are:

**Mean gender pay gap:** The difference between the mean hourly rate of pay of male full-pay relevant employees and that of female full-pay relevant employees.

**Median gender pay gap:** The difference between the median hourly rate of pay of male full-pay relevant employees and that of female full-pay relevant employees

**Mean bonus gap:** The difference between the mean bonus pay paid to male relevant employees and that paid to female relevant employees

**Median bonus gap:** The difference between the median bonus pay paid to male relevant employees and that paid to female relevant employees

**Bonus proportions:** The proportions of male and female relevant employees who were paid bonus pay during the relevant period

**Quartile pay bands:** The proportions of male and female full-pay relevant employees in the lower, lower middle, upper middle and upper quartile pay bands.

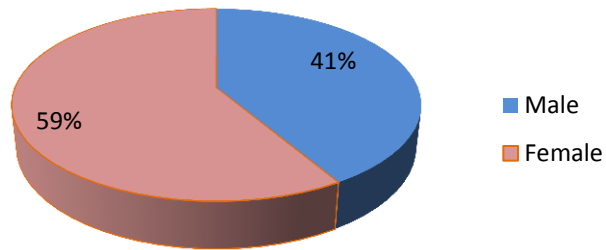
A relevant full-pay employee is any relevant employee in receipt of full pay. For the purposes of this report any relevant employees that are on reduced pay are not included (sick, maternity, unpaid leave etc.)

Gender Pay Gap Report 2017 is available at [GPGR 2017](#).

## At a glance – our gender pay gap:

There were 591 staff employed on the snapshot date of 5<sup>th</sup> April 2018

### Gender Split



### Gender Pay Gap: 5<sup>th</sup> April 2018



£13.14

**Mean**  
23.66%



£10.03



£10.69

**Median**  
14.45%



£9.15

## Bonus Gap: year up to 5<sup>th</sup> April 2018

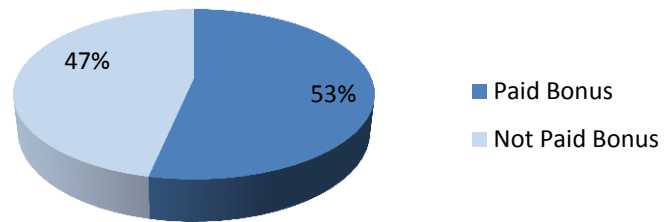


The above table shows QEF's mean and median gender pay gap based on hourly rates of pay as at the snapshot date 5<sup>th</sup> April 2018. It also captures the mean and median difference between bonuses paid to men and women at QEF in the year up to 5<sup>th</sup> April 2018.

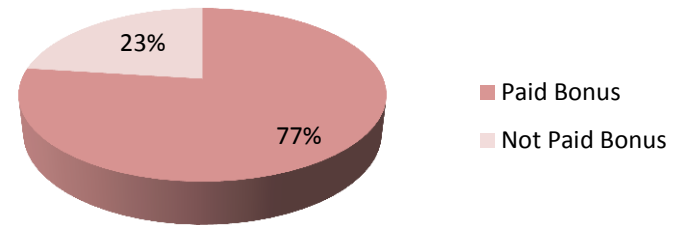
The ordinary pay element is calculated after any salary sacrifice deductions are made. The gender split for take up of schemes such as lease cars, child car and car parking is comparable between female and male employees suggesting minimal impact of such schemes on the ordinary pay element.

**Bonus proportions** of male and female relevant employees who were paid bonus pay follows. Not all occupations in the Company attract bonus payments, with the focus being front line manual operational roles. The bonus payments relate to the Company's performance agreements related to service quality.

## % Males Paid Bonus



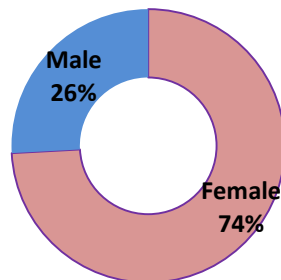
## % Females Paid Bonus



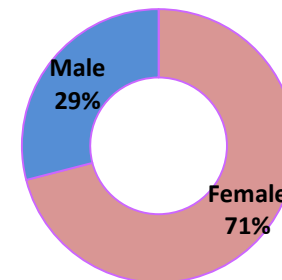
### Proportion of male and female employees in each quartile of the pay structure

These graphs show the workforce composition in each pay quartile. 59% of our workforce is female. There are more women in the lower and lower middle quartile. By comparison there is a more equal representation of men and women in the upper middle and upper quartile.

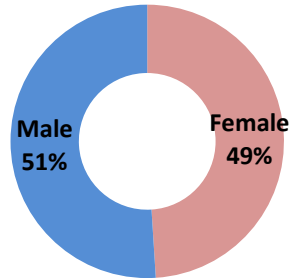
## Lower Quartile



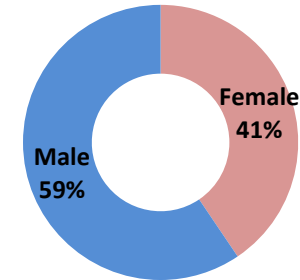
## Lower Middle Quartile



## Upper Middle Quartile



## Upper Quartile



### **Additional Analysis**

The overall gender pay gap is a high level, non-adjusted indicator of male and female earnings. The gap is therefore significantly affected by the make-up of the workforce which is 59% female and the workforce distribution with the majority of the Company's staff being in the lower pay grades. This means that the overall pay gap is distorted, reflecting workforce composition rather than pay inequalities. This is particularly evident in the cleaning and catering services which have a large female workforce.

The Company will therefore be undertaking further analysis to better understand the gender pay gap report results and the reasons behind the pay and bonus pay gaps.

### **Statement**

I confirm QE Facilities Ltd is committed to the principle of gender pay equality and has prepared its 2018 gender pay gap results in line with mandatory requirements.

*Peter Harding*  
Managing Director  
March 2019

Signature

The gender pay gap report data has been produced using the national NHS tool – a set of reports available through the Electronic Staff Record Programme.

If you require a copy of this report in a different format please contact our HR Service Provider Gateshead Health NHS Foundation Trust, via the Workforce Department, Bensham Hospital, Gateshead, NE8 4YL or telephone 0191 445 5428 or email [ghnt.hr@nhs.net](mailto:ghnt.hr@nhs.net)