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Bwrdd Iechyd Prifysgol  
Cwm Taf Morgannwg  
University Health Board

# Gender Pay Gap Report

Bridging the gap, together.



CTM 2030

Ein Hiechyd  
Ein Dyfodol

DATBLYGU CYMUNEDAU  
IACHACH GYDA'N GILYDD



CTM 2030

Our Health  
Our Future

BUILDING HEALTHIER  
COMMUNITIES TOGETHER

<p><b>MAE EIN GWERTHOEDD YN EIN HELPŪ NŪ I FOD AR EIN GORAU</b></p> <p><b>OUR VALUES. HELP US BE AT OUR BEST</b></p>	<p><b>RYDYN NI'N GWRANDO, YN DYSQU AC YN GWELLA</b></p> <p><b>WE LISTEN, LEARN AND IMPROVE</b></p>	<p><b>RYDYN NI'N TRŪN PAHŪ A PHARŪN</b></p> <p><b>WE TREAT EVERYONE WITH RESPECT</b></p>	<p><b>RYDYN NI I GYD YN CYDWEITHO FEL UN TŪM</b></p> <p><b>WE ALL WORK TOGETHER AS ONE TEAM</b></p>
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## Background and Context

The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017 set out the requirements for organisations with more than 250 employees to calculate and publish their gender pay gap information. Greater transparency in pay gap reporting is designed to help organisations better understand the issues that give rise to, and sustain gaps in average pay between men and women, and to encourage organisations to take steps to tackle them.

Cwm Taf Morgannwg University Health Board aims to ensure that people are treated fairly and equitably at work. Our focus ensures that staff have the same access and opportunities to reward, recognition, and career development. Gender pay gap legislation (developed by the Government Equalities Office), whilst a statutory responsibility, provides a useful mechanism with which we can measure our progress toward gender pay equality.

This report contains the following:

- Average and Median Hourly Rates and Pay Gaps
- Proportion of staff receiving a bonus
- Number and percentage of males and females divided into four groups (Pay Quartile) ordered from lowest to highest pay.

All figures are based upon data taken from the NHS ESR (Electronic Staff Record) payroll systems as at the latest snapshot date (31st March 2022).

# Gender Pay Reporting and Gender Identity

Following current requirements for gender pay gap reporting, gender must be reported in a binary way, recognising only men and women, and we are unable to report non-binary or other identities in this report. The data used for the calculation comes from ESR which we acknowledge won't have an accurate record of gender for many trans and non-binary people.

For the purpose of this report, we have used the terms 'gender', 'men/male' and 'women/female', although we understand that, for some people, this will be referring to their biological sex.

Gender identity is often assumed from the sex assigned at birth. However, we know that sex is more complex than simply 'male' and 'female', and gender is more than 'men' and 'women'. There are many people who do not fit into these binary categories, for example non-binary or intersex people. We are also aware that some people's gender identity does not align with the sex they were assigned at birth.

## Gender Pay Vs Equal Pay

Gender pay reporting 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. We are confident that men and women are paid equally for doing equivalent jobs across CTM UHB, with staff being paid in accordance with NHS Agenda for Change Terms and Conditions - these are the national agreements on pay and conditions of service for NHS staff other than very senior managers and medical staff.

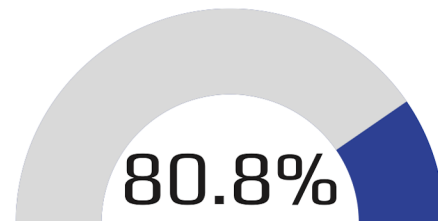
# Defining the Gender Pay Gap

The gender pay gap is an equality measure that shows the difference in average earnings between women and men.

The gender pay gap is defined as the gap in median pay that male and female employees receive. The mean pay gap is the difference between average hourly earnings of men and women. 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 salary.

# Gender Pay Gap At A Glance

On 31 March 2022, the Health Board employed 10,311 women and 2,546 men, therefore 80.8% of the workforce was female.



## Median hourly pay gap

In this organisation, women earn 87.77p for every £1 that men earn when comparing median hourly pay. Their median hourly pay is 12.23% (£2.25) lower than men's.

12.23p Less



When comparing mean (average) hourly pay, women's mean hourly pay is 25.87% (£6.14) lower than men's.

# Average and Median Hourly Rates and Pay Gaps

Gender	Average Hourly Rate	Median Hourly Rate
Male	23.73	18.37
Female	17.59	16.12
Difference	6.14	2.25
Pay Gap %	25.87%	12.23%

## Proportion of staff receiving a bonus

Cwm Taf Morgannwg University Health Board does not have a bonus gender pay gap. NHS Wales has no scope for bonus payments within the Agenda for Change terms and conditions of service. We do however, honour Clinical Excellence Awards (CEAs) payments and Commitment Awards (CAs) paid to medical staff.

CEAs are awarded by NHS employers and have been protected to attract and retain exceptional clinical skills and expertise.

CAs are payable to all substantive consultants after three years' service at the top of the consultant pay scale, who demonstrate their commitment through satisfactory job plan reviews.

Gender	Employees paid CEAs/CAs	Total Relevant Employees	%
Male	168	3085	5.45%
Female	77	11,725	0.66%

# Number and percentage of Employees by Pay Quartile

The quartile data ranks our employees from highest to lowest paid, this is divided into four equal parts or quartiles and then works out the percentage of men and women in each.

Quartile	Male (Absolute Numbers)	Female (Absolute Numbers)	Male % of overall workforce	Female % of overall workforce	% Male Workforce	% Female Workforce
1 (Lowest)	499	2740	15.41%	84.59%	19.59%	26.57%
2	531	2669	16.59%	83.41%	20.85%	25.88%
3	456	2747	14.24%	85.76%	17.91%	26.6%
4 (Highest)	1004	2314	30.26%	69.74%	39.43%	22.44%

The proportions of women and men change from lowest to highest pay quartiles, meaning that fewer women are employed in senior roles than men.

# Conclusions and Next Steps

The Health Board's workforce is predominantly female; this is similar to most NHS organisations. Whilst national pay scales, supported by local starting salary and pay progression processes are designed to support equity and fairness, we have identified a gender pay gap across the workforce.

It is however encouraging to note a narrowing of our median hourly pay gap from 13.86% (2021) to 12.23% (2022). Although the change is small, we continue to strive for continuous progress.

We have made a clear commitment in our Strategic Equality Plan to take action to understand our pay gaps, and address and minimise the impact within the constraints of the national pay systems for the NHS.

We will consider how to:

- Improve our attitudes to flexible, agile and part time working across a wider range of roles.
- Raise awareness of shared parental leave.

- Use our Gender Pay Gap Report data to inform the work of our newly established Women and Allies Network (WeCTM).
- Explore how to increase recruitment of women and men in underrepresented areas.
- Identify those areas where the offer of mentorship would support staff into leadership roles where there is under representation.
- Continue working with external partners on initiatives like Kickstart, apprenticeships and mentoring programmes.
- Voluntarily publish data on our ethnicity and disability pay gap , in order to better inform the evidence base of our Strategic Equality Plan.



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**Questions?**  
**Contact us.**

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