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Cardiff and Vale
University Health Board

**Cardiff and Vale
University Health Board**

Gender Pay Gap Report 2023

DRAFT

Introduction

Cardiff and Vale 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 for all employers of 250 or more, provides a useful mechanism with which we can measure our progress toward gender pay equality.

At 31st March 2023 we employed 17,221 staff as defined by the gender pay reporting guidelines, of which 76.22% were female and 23.78% male. Table 1 shows our data on this. These staff are engaged in a wide variety of activities, and cover a number of different grades and pay scales. There are 5 more male employees in Band 1 roles compared to females and more male employees in Medical & Dental and 'Other' roles. However, female employees make up the majority of the staff on Bands 2 to 9, which accounts for over 92% of the total workforce.

Table 1

Pay Band	Female	%	Male	%	Total	%
Band 1	26	0.15%	31	0.18%	57	0.33%
Band 2	2368	13.75%	1011	5.87%	3379	19.62%
Band 3	1365	7.93%	476	2.76%	1841	10.69%
Band 4	1086	6.31%	233	1.35%	1319	7.66%
Band 5	2746	15.95%	506	2.94%	3252	18.88%
Band 6	2714	15.76%	516	3.00%	3230	18.76%
Band 7	1491	8.66%	358	2.08%	1849	10.74%
Band 8a	454	2.64%	136	0.79%	590	3.43%
Band 8b	180	1.05%	66	0.38%	246	1.43%
Band 8c	82	0.48%	49	0.28%	131	0.76%
Band 8d	28	0.16%	24	0.14%	52	0.30%
Band 9	18	0.10%	12	0.07%	30	0.17%
Medical & Dental	538	3.12%	643	3.73%	1181	6.86%
Other	30	0.17%	34	0.20%	64	0.37%
Grand Total	13126	76.22%	4095	23.78%	17221	100.00%

We are publishing our numbers in line with the gender pay gap reporting guidelines. Although this is not a legal requirement in Wales, this is an important aspect of our commitment to transparency about pay. We are serious about, and committed to, identifying the causes of the pay gap and work to find solutions to address this.

What is the gender pay gap?

The Gender Pay Gap shows the difference in the average pay between men and women in the workforce.

The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017 came into force on 6th April 2017, which requires employers with 250 or more employees to publish statutory calculations every year showing the pay gap between their male and female employees.

What is our pay gap?

The Gender Pay Gap in hourly pay in Cardiff and Vale University Health Board can be found in Table 2.

Table 2

Gender	Avg. Pay	Median Pay
Male	22.6141	16.8426
Female	18.7412	16.8442
Difference	3.8729	-0.0016
Pay Gap %	17.1261	-0.0098

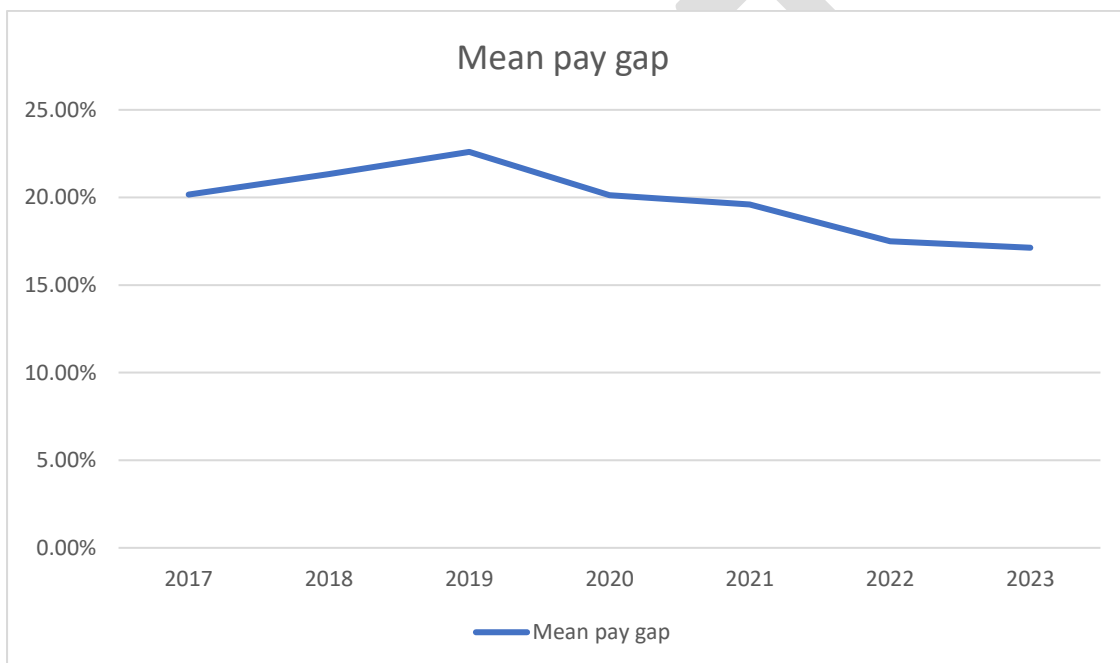
Yearly Comparison of our Mean Pay Gap

We first started reporting our Gender Pay Gap in 2017. Table 3 shows our data on this. Initially there was an increase in the Gender Pay Gap up to and including 2019; however, since 2020 the gap has steadily decreased and this year we are reporting the lowest figure to date, with our mean pay gap being 17.13%. In 2023 we have seen a further marginal decrease of 0.36%. The trajectory is visually demonstrated in Graph 1 below. We will continue to monitor and work on reducing our pay gap further over the coming year.

Table 3

Year	Mean Pay Gap
2017	20.16%
2018	21.34%
2019	22.60%
2020	20.12%
2021	19.59%
2022	17.49%
2023	17.13%

Graph 1



What is the difference between the mean pay gap and the median pay gap?

The mean pay gap is the difference between the 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.

Understanding the pay gap

In Cardiff and Vale University Health Board, one of the primary reasons the Gender Pay Gap exists is as a result of the makeup of our workforce. Although there are more women than men in senior roles, the proportion of women relative to men in these roles is less than is

seen in the lower graded roles throughout the Health Board. Essentially, although there are significantly more women within our workforce, the proportionality of women relative to men is lower in senior roles in comparison to the lower graded roles.

The proportion of men and women in each quartile of our pay structure is shown in Table 4 below.

Table 4

Number of employees | Q1 = Low, Q4 = High

Quartile	Female	Male	Female %	Male %
1	3019.00	1093.00	73.42	26.58
2	3199.00	924.00	77.59	22.41
3	3429.00	694.00	83.17	16.83
4	2898.00	1226.00	70.27	29.73

The reasons behind the Gender Pay Gap are complex and overlapping. The Health Board will continue to review the available data to better understand the reasons behind the gap and to continue on our trajectory towards eliminating the Gender Pay Gap within the organisation.

Understanding the bonus pay gap

Bonus pay is defined as remuneration relating to profit sharing, productivity, performance, incentive or commission for the period 1st April 2022 to 31st March 2023.

All analysis taken with regards to bonus payments only includes Consultants in receipt of Clinical Excellence Awards of Commitment Awards. The figures given in Table 5 show recipients of these awards as a percentage of the whole Health Board workforce. The gender split is 37.5% female and 62.5% male. This is a marginal improvement on last year's split of 36% female and 64% male. Further work is needed to understand the implications of this and to continue these improvements.

Table 5

Gender	Employees Paid Bonus	Total Relevant Employees	%
Female	142.00	14353.00	0.99
Male	236.00	4476.00	5.27

Working to close the gender pay gap in CAVUHB

Cardiff and Vale University Health Board is committed to addressing workplace barriers to equality, supporting diversity and creating an open and inclusive community. This is underpinned by our values of being kind, caring and respectful whilst demonstrating trust, integrity and personal responsibility.

Some of the work undertaken includes:

- Continued discussions about agile working within the organisation.
- Monitored job adverts for inclusive language through sampling.
- Promoted our work in schools, avoiding the use of stereotypes.
- Reducing the Gender Pay Gap is a Strategic Equality Plan Objective.

The impact of these actions will not be seen immediately and a positive impact is likely to show in future Gender Pay Gap figures.

As our journey continues, we have identified the following actions:

- Promote and encourage agile/flexible working.
- Monitor the number of male and female applicants for jobs, including part time workers.
- Ensure we have an Inclusion Ambassador for gender at Board level and in each of our Clinical and Service Boards.
- Continue to raise awareness through speakers, factsheets and staff training.
- Improve the reporting of our work around reducing the Gender Pay Gap through the People & Culture Committee.

Declaration

This data has been calculated according to the requirements of the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.