

BSMHFT
Gender Pay Gap Analysis
as at 31st March 2019

**Addendum – Additional Bonus Pay Gap Calculations
removing part-time individuals**

The bonus gender pay gap for the Trust was calculated with regard to the payment amounts made under the Clinical Excellence Awards only. In line with the regulations all payments made during the 12 month period ending with 31st March 2019 were incorporated. That is payments made during the period 1st April 2018 to 31st March 2019. Further, in line with the regulations, all such bonuses received within this period were included regardless of the period to which the bonus is attributed.

The results were as follows:

	Average Bonus Pay	Median Bonus Pay
Males	12,169.07	9,048.00
Females	7,932.70	3,769.98
Difference	4,236.37	5,278.02
Pay Gap %	34.81	58.33

Figure 1. Bonus gender pay gap headline figures

These calculations are based on the bonus pay received during the period, regardless of whether this pay has been reduced because the individual works part-time. As Clinical Excellence Awards are paid on a pro-rata basis this is an important consideration, particularly given the fact that only 10.3% of the male award recipients work part-time compared to 37.5% of female recipients.

As a result, the bonus pay gap was calculated again with individuals who work part-time removed from the calculation to remove the impact of part-time and full-time payments having not been taken into consideration.

The results of the bonus pay gap for just full time individuals were as follows.

	Average Bonus Pay	Median Bonus Pay
Males	13,062.79	9,048.00
Females	10,581.11	10,555.98
Difference	2,481.68	-1,507.98
Pay Gap %	19.00	-16.67

Figure 2. Bonus gender pay gap with part-time individuals removed