

## Gender Pay Reporting

Nottinghamshire Healthcare NHS Trust mean gender pay gap, median gender pay gap, mean gender bonus gap, median gender bonus gap, quartile distribution and bonus proportion analysis for 1 April 2016 – 31 March 2017.

### Gender pay gap (mean and median average)

Gender	Mean Hourly Rate	Median Hourly Rate
Male	16.1	13.1
Female	14.8	13.5
Difference	1.3	-0.3
Pay Gap %	8.1%	-2.5%

### Gender bonus gap (mean and median averages)

Gender	Mean Bonus Pay	Median Bonus Pay
Male	12,795.5	8,950.8
Female	8,124.6	7,385.3
Difference	4,670.9	1,565.5
Pay Gap %	36.5%	17.5%

### Proportion of men and women in each quartile of the organisation's pay structure

Quartile	Female	Male	Female %	Male %
1	1708	574	74.8%	25.2%
2	1601	683	70.1%	29.9%
3	1748	534	76.6%	23.4%
4	1637	650	71.6%	28.4%

### Proportion of men and women receiving bonuses

Gender	Employees Paid Bonus	Total Relevant Employees	%
Female	29	7206	0.4%
Male	44	2587	1.7%

The figures in this report have been run using the gender pay gap ESR reports; these are accurate and demonstrate Nottinghamshire Healthcare's position as at 31 March 2017.