

THE ROYAL HOSPITAL CHELSEA

Gender Pay Gap 2017

The RHC is required under public sector equality duty to publish a gender pay gap report. This report is based on snapshot date **31 March 2017** and relates 238 full pay relevant employees 35.29% Male, 64.71% Female.

This is the first time that the RHC has reported on the gender pay gap. Our median gender pay gap is 5.82% and our mean gender pay gap is 16.2% but we are confident that this does not stem from paying men and women differently for the same equivalent work. Rather it is as a result of the roles in which men and women work within the organisation and the salaries that these roles attract as well as the low staff turnover rate in roles that fall into Band D of the pay quartiles that have traditionally attracted male applicants. There is little opportunity for progression but we encourage it wherever possible and will continue to do so and explore further opportunities through learning and development.

All our roles are benchmarked against similar organisations by an independent pay consultant (looking only at the roles and not the gender of those fulfilling them) and our pay policy is based on these findings.

We are committed to doing everything we can to reduce the gap.

This report will be placed on our website for a period of four years and the process will be repeated annually.

Gender Pay Gap Report

Mean gender pay gap – The difference between the mean hourly rate that male and female full-pay equivalent employees receive.

Mean Pay Gap calculation

Male Average Salary – Female Average Salary = pay gap (monetary)

Pay gap (monetary)/male average salary x 100 = pay gap %

The mean gender pay gap for the RHC is 16.2%

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

Median Pay Gap calculation

The median hourly rate of pay of all male full-pay relevant employees minus the median hourly rate of pay of all female full-pay relevant employees expressed as a percentage.

The median gender pay gap for the RHC is 5.82%

Mean bonus gender pay gap – The difference between the mean bonus pay that male and female relevant employees receive.

Mean bonus gap calculation

The mean bonus pay of all male relevant employees who were paid bonus pay during the 12 month period ending on the snapshot date minus the mean bonus pay of all female relevant employees who were paid bonus pay during the 12 month period ending on the snapshot date expressed as a percentage.

The mean gender bonus gap is 0.75%

Median bonus gender pay gap – The difference between the median bonus pay that male and female relevant employees receive.

Median bonus gap calculation

The median bonus pay of all male relevant employees who were paid bonus pay during the 12 month period ending on the snapshot date minus the median bonus pay of all female relevant employees who were paid bonus pay during the 12 month period ending on the snapshot date expressed as a percentage.

The median gender bonus gap is -50.0%

14.3% of men and 11.7% of women received bonus pay.

No bonus payments were made within payments made at the snapshot date for male or female employees.

Pay Quartiles by Gender – The proportions of male and female full-pay relevant employees in four quartile pay bands

The figures set out below have been calculated using the standard calculations used in the Equality Act 2010

(Gender Pay Gap Information) Regulations and ACAS Managing Gender Pay Reporting March 2017

Band Males Females Description

- | | | | |
|---|---------------|---------------|-----------------------------------------------------------------------------------------------------------------------|
| A | 33.3%
(20) | 66.7%
(40) | Includes all RHC employees whose standard hourly rate places them at or below the lower quartile |
| B | 27.1%
(16) | 72.9%
(43) | Includes all RHC employees whose standard hourly rate places them above the lower quartile but at or below the median |
| C | 38.3%
(23) | 61.7%
(37) | Includes all RHC employees whose standard hourly rate places them above the median but at or below the upper quartile |
| D | 42.4%
(25) | 57.6%
(34) | Includes all RHC employees whose standard hourly rate places them above the upper quartile |

Declaration

I confirm that our data has been calculated according to the requirements of the Equality Act 2010 (Gender Pay Gap Information)

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A handwritten signature in black ink, appearing to read 'Gary Lashko', written in a cursive style.

Gary Lashko, Chief Executive Officer
January 2018