

GENDER PAY GAP REPORT 2017

This data is based on all employed staff within Leeds Community Healthcare NHS Trust (LCH), including those on Agenda for Change, Medical and Dental, Very Senior Manager pay scales and those employees who have transferred to the Trust as part of a Transfer of Undertakings (Protection of Employment) Regulations 2006 (TUPE) and retained their original pre-TUPE pay scales.

Trust Gender Profile

The LCH workforce consists of circa 87.81% of females and circa 12.19% of males

Mean Gender Pay Gap

- Females, on a mean average earn 25.4% less than males

Median Gender Pay Gap

- Females, on a median average earn 0% less than males

Bonus payments

Clinical excellence awards for medical and dental consultant staff have been reported as bonus pay for the purpose of gender pay gap reporting

- 1% of male employees receive a bonus payment
- 0% of female employees receive a bonus payment

Mean Bonus Gender Pay Gap

- Females, on a mean average, earn 15.4% more than males in bonus payments

Median Bonus Gender Pay Gap

- Females, on a median average, earn 60% more than males in bonus payments

Percentage of males and females in each pay quartile

Quartile	Female Headcount	Male Headcount	Female %	Male %
1 (lowest paid)	625	98	86.45	13.55
2	621	73	89.48	10.52
3	618	65	90.48	9.52
4 (highest)	678	117	85.28	14.72