



Gender Pay Gap Analysis Data Report

Equality, Diversity & Inclusion

Report Period: 1st April 2019 - 31 March 2021

Date of Report: April/2021

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1. Executive summary

In 2018, it became mandatory for all public sector employers with more than 250 employees to measure and publish their Gender Pay Gap (GPG) information. Since then, employers have had a responsibility to publish data annually, on both their own and Governments' websites.

2. Introduction

The GPG report analysis for EEAST will support the board in understanding the current pay gap between Male and Female employees.

An action plan has been prepared (subject to approval) to help address any inequality in pay gap.

The NHS Employers self-assessment checklist 'Addressing your Gender Pay Gap Guide' has been used to compile the GPG action plan. Some of the recommended areas are as follows:

Key Objective 1: Branding/communication/transparency.

Key Objective 2: Recruitment and promotion processes/level of Satisfaction/ Data analysis.

Key Objective 3: Maternity and paternity and parental leave policies/Hybrid Working

Key Objective 4: Supporting female employees Health, Wellbeing, and retention.

Information from NHS surveys in relation to the different protected characteristics have been used to help in compiling the action plan.

Only questions that can be positively scored have been included.

3. Gender Pay Gap from ESR

These charts are worked out on an average rate of pay downloaded from ESR.

The Pay Gap

Year Ending	Average Hourly Pay	Average Median Pay
31st March 2019	5.31%	6.229%
31st March 2020	5.75%	4.17%
31st March 2021	6.6%	3.4%

- 2019-2020 - The average pay gap increased by 0.44%
 - The average median pay gap decreased by 2.12%
- 2020-2021 - The average pay gap increased by 0.85%
 - The Average Median Pay Gap decreased by 0.77%

Analysis of data reveals that there is an increase average hourly pay gap and a decrease of median pay gap.

EEASTs workforce tables 2 & 4.

- 31st March 2019 the workforce was 4914.
- 31st March 2020 the workforce was 5279 – this has been an increase of 365 employees.
- 31st March 2021 the workforce is 6073 – this has been an increase of 794 employees.
- The figures in table 5 & 6 show that there are more males than female employees.
 - An increase 240 females and 125 males.
- The figures in Table 2 & 4 show there have been an increase in both male and female employees.
 - There have been a significant increase 355 male employees.
 - There has been a significant increase of 459 female employees.

Gender Pay Gap as at 31/3/2021

Gender	Avg. Hourly Rate	Median Hourly Rate		Quartile	Female	Male	Female %	Male %
TABLE 1				TABLE 2				
Male	15.6443	14.0207		1. Upper hourly pay quarter	791.00	681.00	53.74	46.26
Female	14.6060	13.5378		2. Upper middle hourly pay quarter	817.00	746.00	52.27	47.73
Difference	1.0383	0.4828		3. Lower middle hourly pay quarter	726.00	741.00	49.49	50.51
Pay Gap %	6.6370	3.4438		4. Lower hourly pay quarter	620.00	951.00	39.47	60.53
				Total	2954	3119		

Gender pay Gap 31/3/2020

Gender	Avg. Hourly Rate	Median Hourly Rate		Quartile	Female	Male	Female %	Male %
TABLE 3				TABLE 4				
Male	14.9	13.41		1. Upper hourly pay quarter	675	644	51.18	48.82
Female	14.05	12.85		2. Upper middle hourly pay quarter	650	567	53.41	46.59
Difference	0.86	0.56		3. Lower middle hourly pay quarter	614	691	47.05	52.95
Pay Gap %	5.75%	4.17%		4. Lower hourly pay quarter	556	882	38.66	61.34
				Total	2495	2784		

Gender	Avg. Hourly Rate	Median Hourly Rate		Quartile	Female	Male	Female %	Male %
TABLE 3				TABLE 4				
Gender Pay Gap 31/3/2019								
Gender	Avg. Hourly Rate	Median Hourly Rate		Quartile	Female	Male	Female %	Male %
TABLE 5				TABLE 6				
Male	14.2005	12.7416		1. Upper hourly pay quarter	619	609	50.41	49.59
Female	13.4457	11.948		2. Upper middle hourly pay quarter	587	568	50.82	49.18
Difference	0.7548	0.7937		3. Lower middle hourly pay quarter	550	656	45.61	54.39
Pay Gap %	5.3155%	6.229%		4. Lower hourly pay quarter	499	826	37.66	62.34
				Total	2255	2659		

4. Gender split per area/department from ESR

The Charts below indicate that there has been a steady increase in the Female workforce:

31/3/21 Female: 50.17% Male: 49.83%	31/3/20 Female: 48.52 Male: 51.48	31/3/19 Female: 47.08 Male: 52.92
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4.1 Gender Data Splits: 2020-2021 as at 31/3/21

Function	A&E		AOC		Patient Transport Services		Air & Special Operations		Operations Support & Estates		Shared Support (inc. Operations Support)		Whole Trust Total	
	No. H/C	%	No. H/C	%	No. H/C	%	No. H/C	%	No. H/C	%	No. H/C	%	No. H/C	%
Female	1897	49.45	525	67.83	206	40.08	32	20.92	55	25.23	254	60.05	2,969	50.17
Male	1939	50.55	249	32.17	308	59.92	121	79.08	163	74.77	169	39.95	2,949	49.83
Gender TOTAL	3836	100.00	774	100.00	514	100.00	153	100.00	218	100.00	423	100.00	5,918	100.00

Function	A&E		AOC		Patient Transport Services		Air & Special Operations	Operations Support & Estates	Shared Support (inc. Operations Support)	Whole Trust Total
Row Labels	Female H/C	Female %	Male H/C	Male %	Whole Trust H/C	Whole Trust %	Function			Function as % of all Trust SIP
Band 2	65	2.19	80	2.71	145	2.45	A&E			64.81
Band 3	622	20.95	572	19.40	1194	20.18	AOC			13.08
Band 4	685	23.07	418	14.17	1103	18.64	Patient Transport Services			8.69
Band 5	750	25.26	715	24.25	1465	24.75	Air & Special Operations			2.59
Band 6	625	21.05	758	25.70	1383	23.37	Operations Support & Estates			3.68
Band 7	150	5.05	300	10.17	450	7.60	Shared Support			7.15
Band 8a	34	1.15	54	1.83	88	1.49	Whole Trust Total			100.00
Band 8b	23	0.77	15	0.51	38	0.64				
Band 8c	5	0.17	19	0.64	24	0.41				
Band 8d	5	0.17	8	0.27	13	0.22				
Band 9	3	0.10	4	0.14	7	0.12				
Non AfC	2	0.07	6	0.20	8	0.14				

Function	A&E		AOC		Patient Transport Services		Air & Special Operations		Operations Support & Estates		Shared Support (inc. Operations Support)		Whole Trust Total	
Grand Total	2969	100.00	2949	100.00	5918	100.00								

4.2 Gender Data Splits: 2019-2020 as at 31/3/20

Function	A&E		AOC		Patient Transport Services		Air & Special Operations		Operations Support & Estates		Shared Support (inc. Operations Support)		Whole Trust Total	
	No. H/C	%	No. H/C	%	No. H/C	%	No. H/C	%	No. H/C	%	No. H/C	%	No. H/C	%
Female	1575	47.04	481	67.65	198	39.60	23	17.69	43	22.51	240	60.61	2,560	48.52
Male	1773	52.96	230	32.35	302	60.40	107	82.31	148	77.49	156	39.39	2,716	51.48
Gender TOTAL	3348	100.00	711	100.00	500	100.00	130	100.00	191	100.00	396	100.00	5,276	100.00
Row Labels	Female H/C	Female %	Male H/C	Male %	Whole Trust H/C	Whole Trust %			Function			Function as % of all Trust SIP		

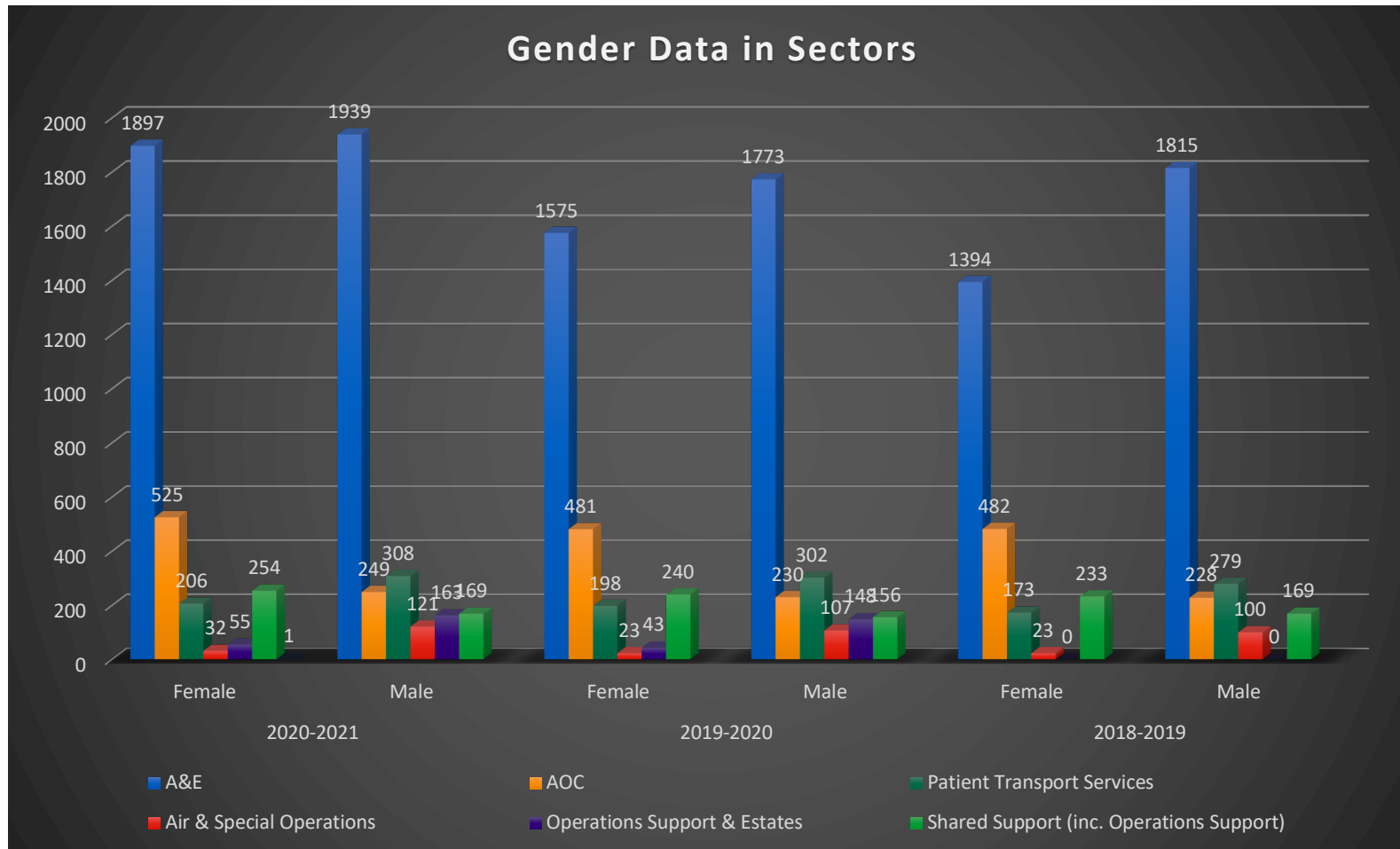
Function	A&E		AOC		Patient Transport Services		Air & Special Operations	Operations Support & Estates	Shared Support (inc. Operations Support)	Whole Trust Total
Band 2	62	2.42	72	2.65	134	2.54		A&E	63.46	
Band 3	536	20.94	506	18.63	1042	19.75		AOC	13.48	
Band 4	468	18.28	308	11.34	776	14.71		Patient Transport Services	9.48	
Band 5	805	31.45	824	30.34	1629	30.88		Air & Special Operations	2.46	
Band 6	497	19.41	653	24.04	1150	21.80		Operations Support & Estates	3.62	
Band 7	129	5.04	261	9.61	390	7.39		Shared Support	7.51	
Band 8a	30	1.17	47	1.73	77	1.46		Whole Trust Total	100.00	
Band 8b	22	0.86	14	0.52	36	0.68				
Band 8c	2	0.08	17	0.63	19	0.36				
Band 8d	5	0.20	4	0.15	9	0.17				
Band 9	3	0.12	5	0.18	8	0.15				
Non AfC	1	0.04	5	0.18	6	0.11				
Grand Total	2560	100.00	2716	100.00	5276	100.00				

4.3 Gender Data Splits: 2018-2019 as at 31/3/19														
Category (headcount)	A&E		AOC		Patient Transport Services		Air & Special Operations		Operations Support & Estates		Shared Support (inc. Operations Support)		Whole Trust Total	
	No. H/C	%	No. H/C	%	No. H/C	%	No. H/C	%	No. H/C	%	No. H/C	%	No. H/C	%
Female	1394	43.44	482	67.89	173	38.27	23	18.70	0	0.00	233	57.96	2,305	47.08
Male	1815	56.56	228	32.11	279	61.73	100	81.30	0	0.00	169	42.04	2,591	52.92
Gender TOTAL	3209	100.00	710	100.00	452	100.00	123	100.00	0	0.00	402	100.00	4,896	100.00
Row Labels	Female H/C	Female %	Male H/C	Male %	Whole Trust H/C	Whole Trust %	Function					Function as % of all Trust SIP		
Band 2	77	3.34	134	5.17	211	4.31	A&E					65.54		
Band 3	448	19.44	364	14.05	812	16.58	AOC					14.50		
Band 4	325	14.10	249	9.61	574	11.72	Patient Transport Services					9.23		
Band 5	805	34.92	854	32.96	1659	33.88	Air & Special Operations					2.51		
Band 6	481	20.87	727	28.06	1208	24.67	Operations Support & Estates					0.00		
Band 7	108	4.69	181	6.99	289	5.90	Shared Support					8.21		

Row Labels	Female H/C	Female %	Male H/C	Male %	Whole Trust H/C	Whole Trust %	Function				Function as % of all Trust SIP	
Band 8a	29	1.26	40	1.54	69	1.41	Whole Trust Total				100.00	
Band 8b	17	0.74	17	0.66	34	0.69						
Band 8c	4	0.17	13	0.50	17	0.35						
Band 8d	7	0.30	4	0.15	11	0.22						
Band 9	1	0.04	3	0.12	4	0.08						
Non AfC	3	0.13	5	0.19	8	0.16						
Grand Total	2305	100.00	2591	100.00	4896	100.00						

5. Gender Data Splits Analysis in Sectors.

The chart below shows the Gender Data Splits overall per Sector.



Over the next few pages there are further analysis for each sector.

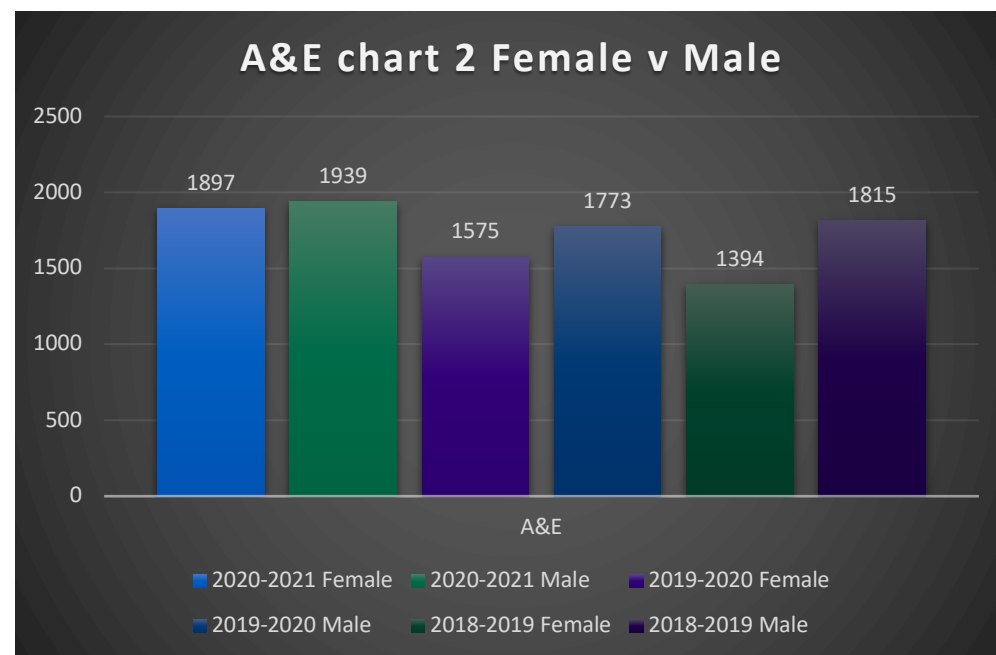
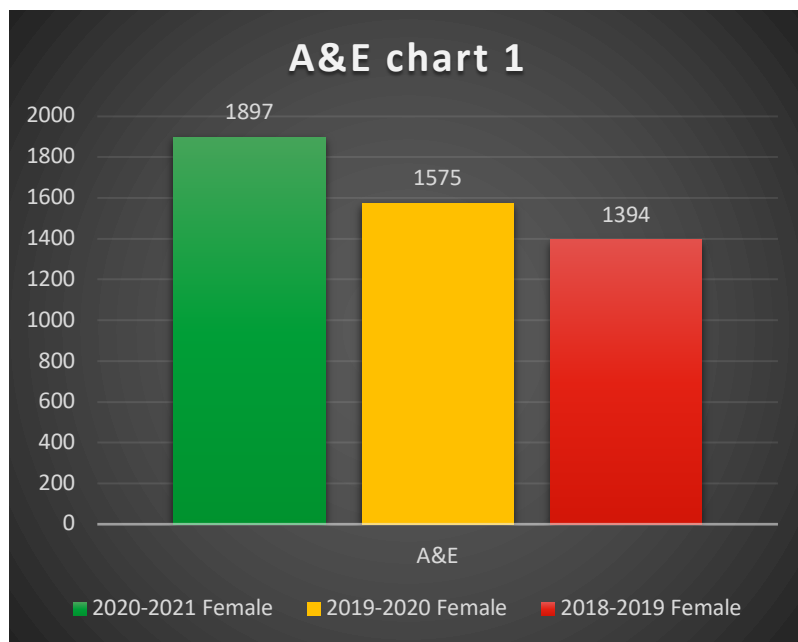
5.2 Gender Splits A&E Data

A&E Chart 1 – shows the steady increase of females since 2018-2019.

As at 31/3/2019 there were 1394 female employees whereas at the end of 31/3/2021 there were 1897 female employees which shows an increase of 503 females.

A&E Chart 2 – shows the data between Male and Females in A&E.

This shows an increase in Males since 31/3/2019, but during 2020-2021 the number of female verses Male seems to have levelled out slightly, with only 42 more male employees.



5.3 Gender Splits AOC Data

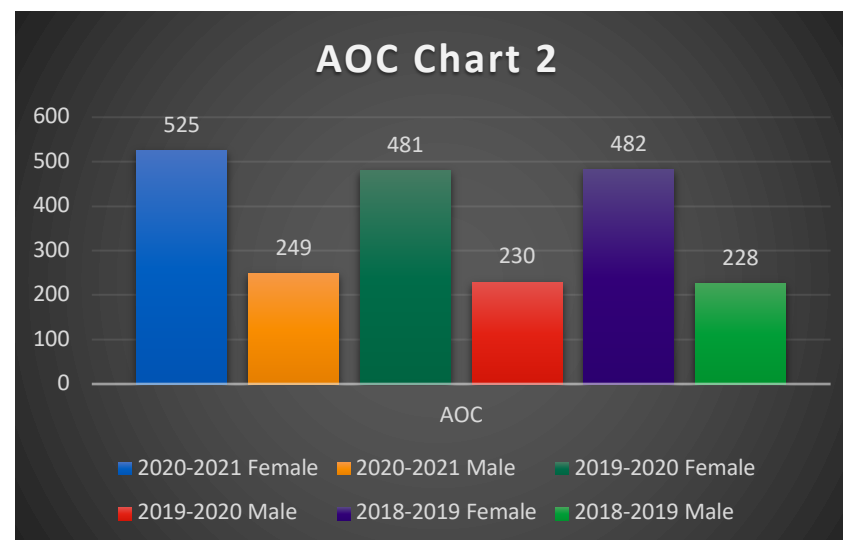
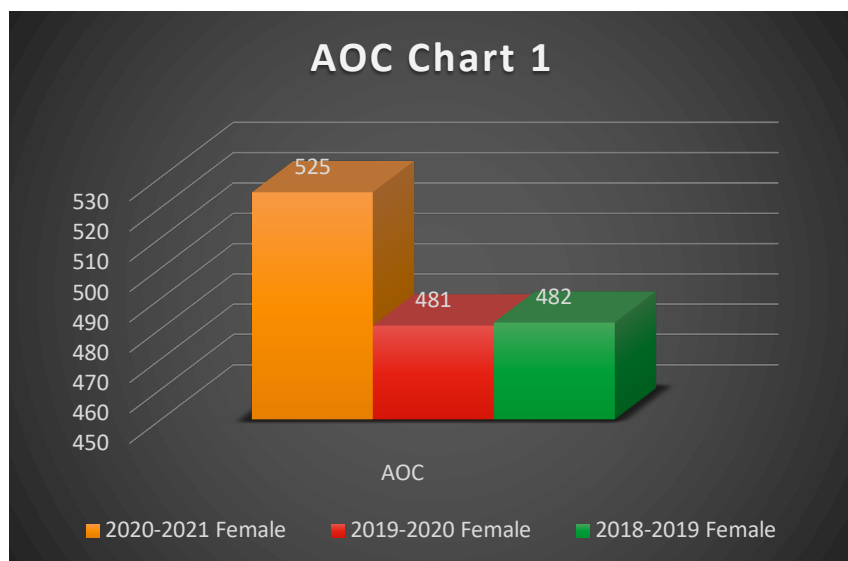
AOC Chart 1 - shows an increase of females since 2018-2019.

As at 31/3/2019 there were 482 female employees, whereas at the end of 31/3/2021 there were 525 female employees and increase of 43 employees.

AOC Chart 2 – shows the data between Male and Females in AOC

This data shows the number of males has been stable, but the number of females has overtaken the number of males.

This would suggest more females are applying for this type of role to fit their lifestyle, such as family.



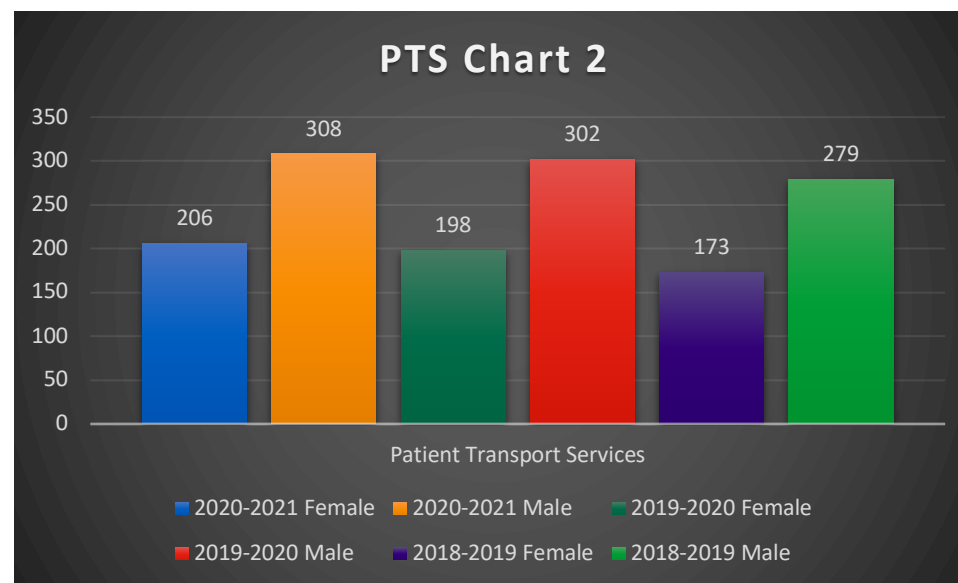
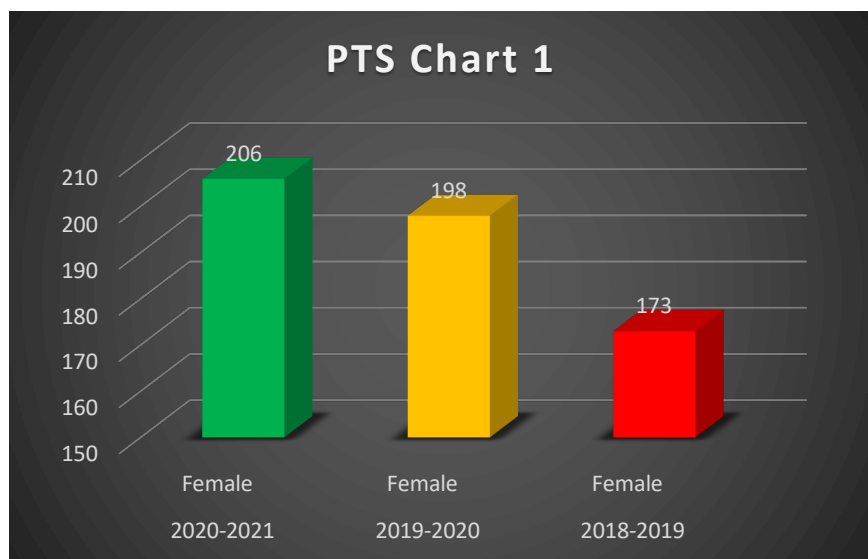
5.4 Gender Splits PTS Data

PTS Chart 1 – shows the steady increase of females since 2018-2019.

As at 31/3/2019 there were 173 female employees whereas at the end of 31/3/2021 there were 206 female employees which shows an increase of 33 females.

PTS Chart 2 – shows the data between Male and Females in PTS staff.

This shows an increase in Males since 31/3/2019, but during 2020-2021 the number of female verses Male seems to have levelled out slightly, with only 21 more male employees.



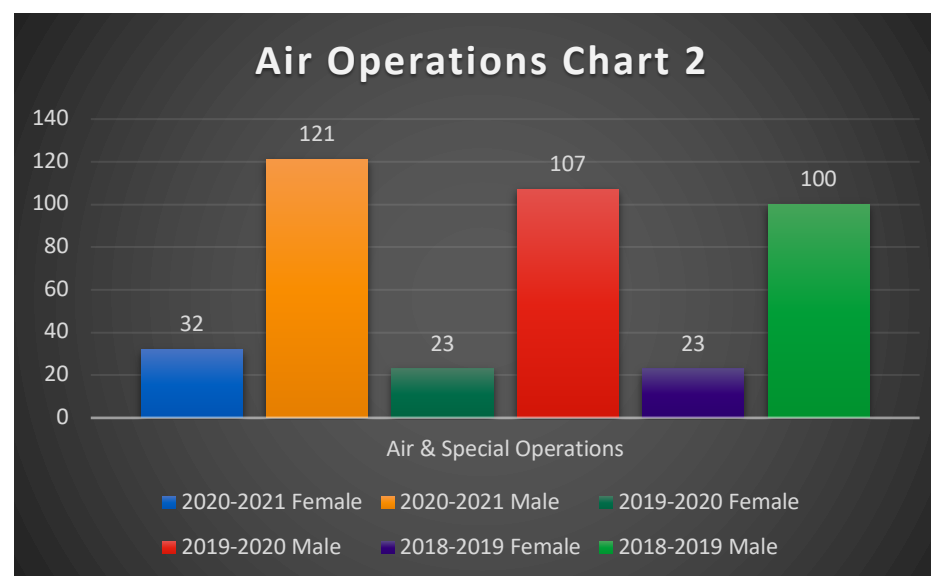
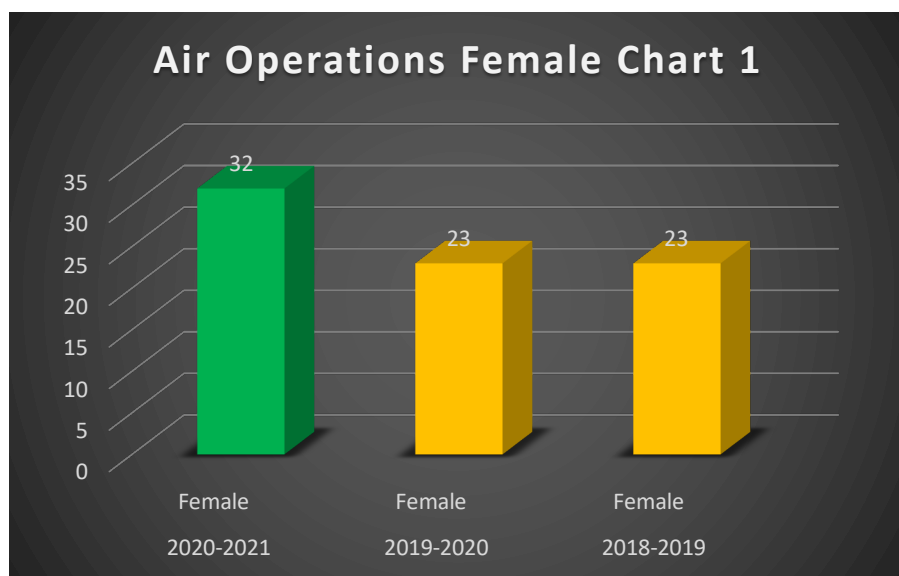
5.5 Gender Splits Air Operations Data

Air Operations Chart 1 – shows a very slow increase of females since 2018-2019.

As at 31/3/2019 there were 23 female employees whereas at the end of 31/3/2021 there were 32 female employees which shows an increase of 9 females.

Air Operations 2 – shows the data between Male and Females in Air operations.

The overall figure shows there are more male employees than female. As at 31/3/2021 there are 89 more males than females.



6. Operations Support & Estates

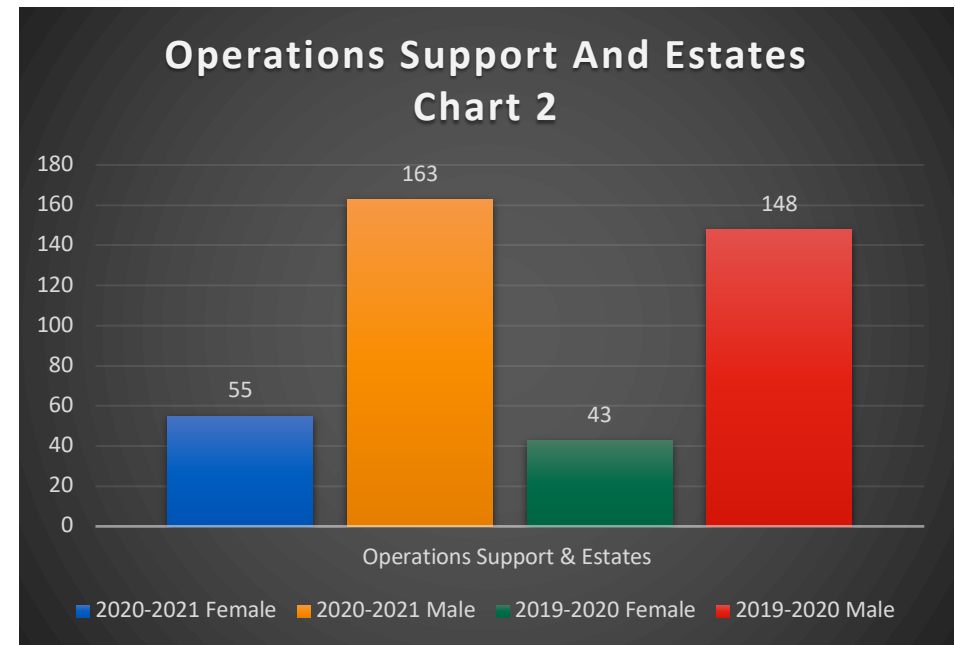
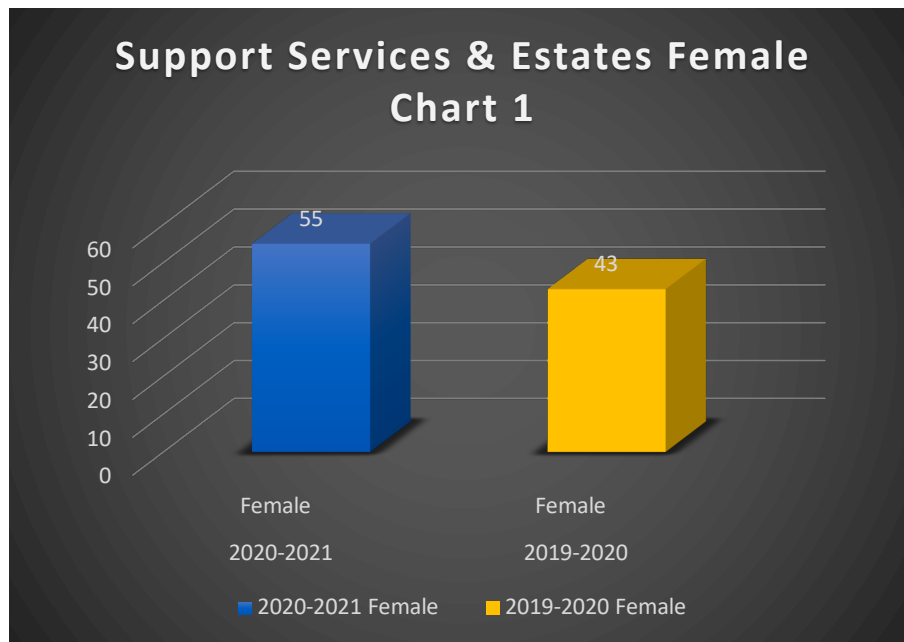
The data received only covers the last 2 years due to Operations Support & Estates Staff were reported under Support Services as at that time they were a relatively small group of staff. With effect from Oct 20, they have been reported separately under their own heading.

Operations Support and Estates Chart 1 shows a very slow increase of females since 2019-2020 data.

As at 31/3/2020 there were 43 female employees whereas at the end of 31/3/2021 there were 55 female employees which shows an increase of 9 females.

Operations Support and Estates Chart 2 - shows the data between Male and Females.

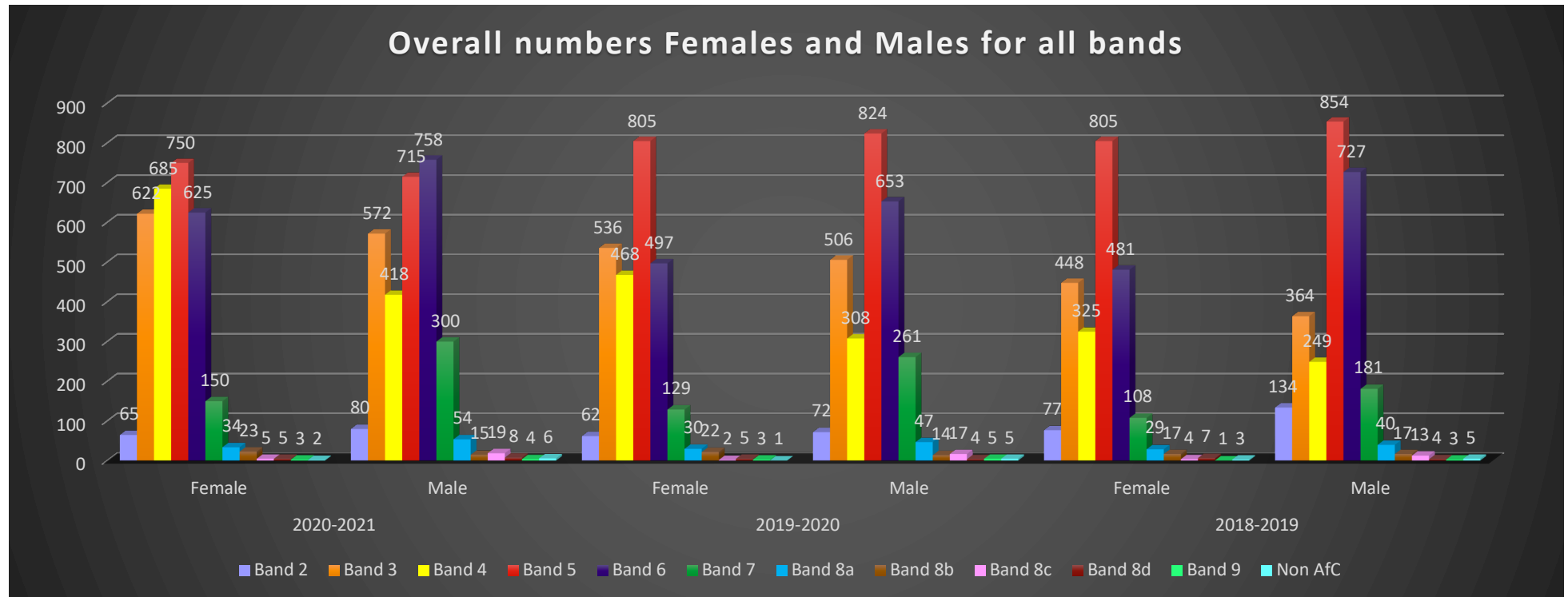
The overall figure shows there are 89 more male employees than female.



6.2 Gender Split Banding Data

The chart below shows the Gender Data Splits overall per Band.

The chart below shows there has been a decline in numbers of Band 2, 8c,8d,9, Non AfC over the last 3 years, but an increase of Bands 3,4,5, 6 & 7.

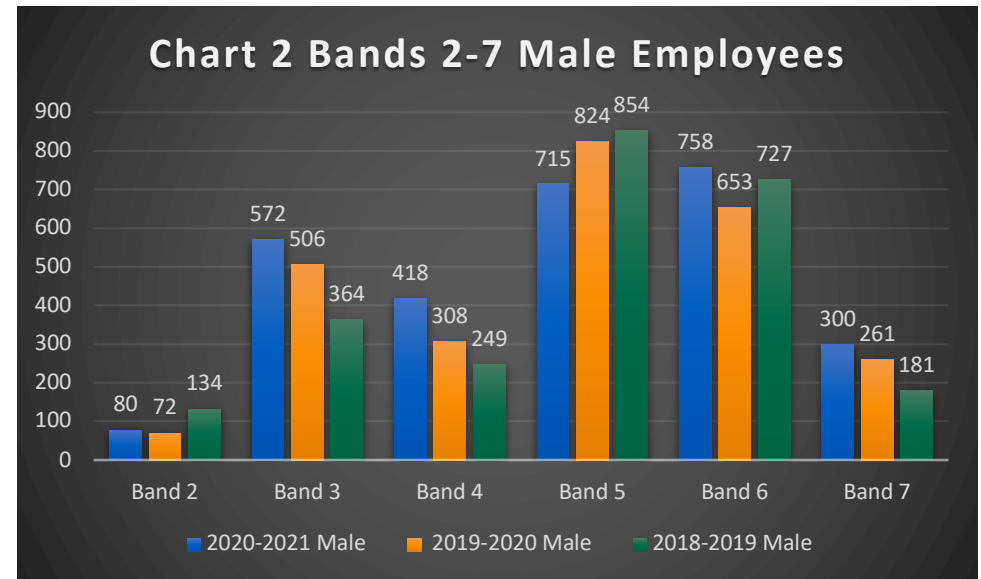
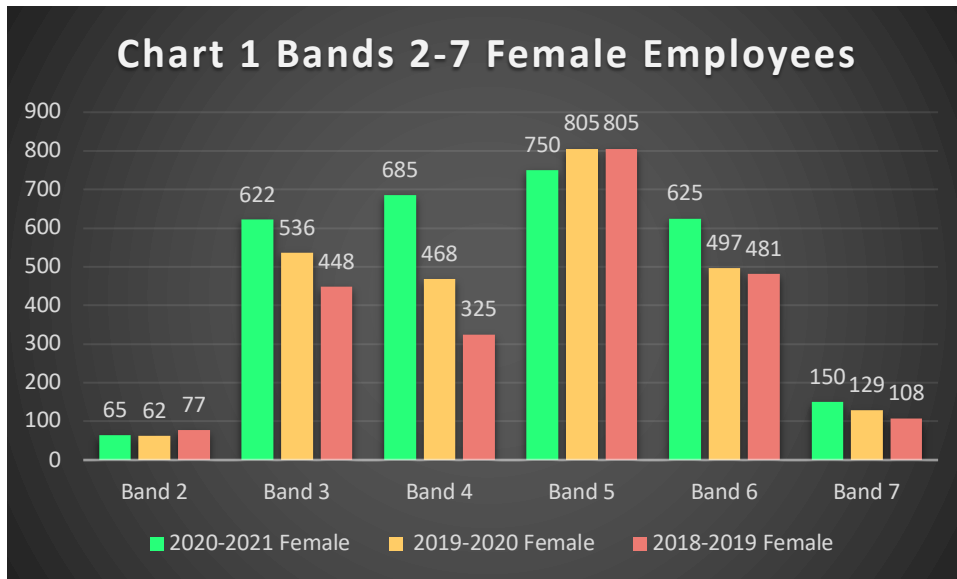


The next few charts' details in 2 banding brackets band 2-7 & 8a-Non AfC.

6.3 Gender Split Banding Data

The table below shows an analysis for band 2-7

Band 2	Band 3	Band 4	Band 5	Band 6	Band 7
Chart 1 Shows a decrease of Female employees, but in chart 2 shows an increase of male employees over 3 years.	Chart 1 & 2 shows an increase of male and females over the last 3 years.	Chart 1 & 2 shows an increase of male and females over the last 3 years.	Chart 1 and shows a decrease for both males and females over the last 3 years.	Chart 1 shows an increase of females in the last 3 years, but in chart 2 the data shows the numbers have fluctuated over the last 3 years.	Chart 1 & 2 shows an increase of male and females over the last 3 years.



The table below shows an analysis for bands 8a-Non AfC.

Band 8a	Band 8b	Band 8c	Band 8d	Band 9	Non AfC
Chart 1 & 2 shows an increase of male and female employee over the last 3 years.	Chart 1 shows a slight increase of female employees and chart 2 shows a decrease over the last 3 years	Chart 1 shows there are very few female employees. Chart 2 shows a higher number of males employees overall for this band.	Chart 1 shows a decrease of female employees for this band. Chart 2 shows the numbers of male employees have doubled in the last 3 years.	Chart 1 shows for the last 2 years the number of female employees remain the same. Chart 2 shows the numbers have fluctuated over the last 3 years.	Chart 1 shows a decrease in female employees. Chart 2 shows the number of male employees has remained stable.

Chart 1 Bands 8a-Non AfC Female employees

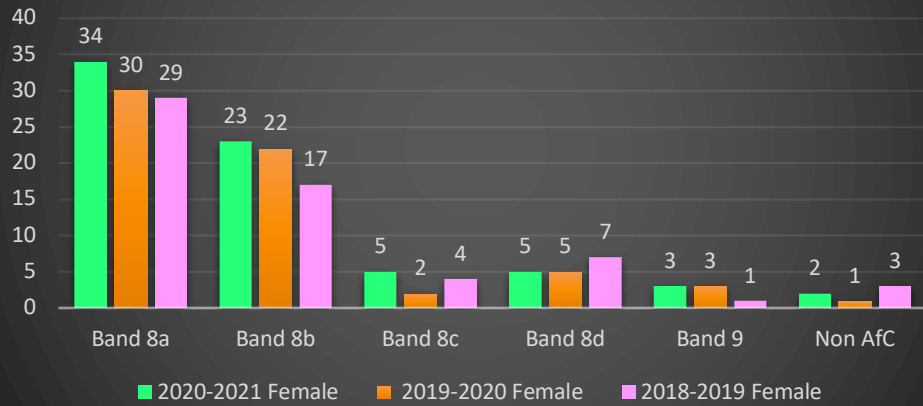
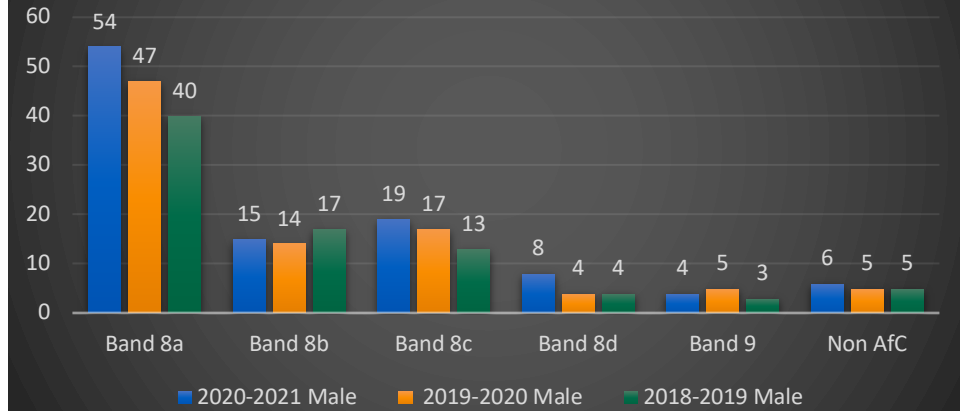


Chart 2 Bands 8a-Non AfC Male employees



Appendix A Gender Pay Gap Benchmarking

Comparison provided from Gender pay Gap Government website ([Select and compare gender pay gap data for employers - GOV.UK - GOV.UK \(gender-pay-gap.service.gov.uk\)](https://www.gov.uk/government/organisations/gender-pay-gap-service))

EEAST Gender Pay Gap Data Reporting years 2021-22, 2020/21 & 2019/20

2021/22 Reporting year			2020/21 Reporting year			2019/20 Reporting year		
Percentage of men and women in each hourly pay quarter Edit			Percentage of men and women in each hourly pay quarter Edit			Percentage of men and women in each hourly pay quarter Edit		
	Men	Women		Men	Women		Men	Women
Upper hourly pay quarter	48.3 %	53.7 %	Upper hourly pay quarter	48.8 %	51.2 %	Upper hourly pay quarter	49.8 %	50.4 %
Upper middle hourly pay quarter	47.8 %	52.2 %	Upper middle hourly pay quarter	48.8 %	53.4 %	Upper middle hourly pay quarter	49.2 %	50.8 %
Lower middle hourly pay quarter	50.5 %	49.5 %	Lower middle hourly pay quarter	53 %	47 %	Lower middle hourly pay quarter	54.4 %	45.6 %
Lower hourly pay quarter	60.5 %	39.5 %	Lower hourly pay quarter	61.3 %	38.7 %	Lower hourly pay quarter	62.3 %	37.7 %
Mean and median gender pay gap using hourly pay Edit			Mean and median gender pay gap using hourly pay Edit			Mean and median gender pay gap using hourly pay Edit		
Mean gender pay gap using hourly pay		6.6 %	Mean gender pay gap using hourly pay		5.8 %	Mean gender pay gap using hourly pay		5.3 %
Median gender pay gap using hourly pay		3.4 %	Median gender pay gap using hourly pay		4.1 %	Median gender pay gap using hourly pay		6.2 %
Percentage of men and women who received bonus pay Edit			Percentage of men and women who received bonus pay Edit			Percentage of men and women who received bonus pay Edit		
	Men	Women		Men	Women		Men	Women
Percentage of men and women who received bonus pay	Not completed	Not completed	Percentage of men and women who received bonus pay	0 %	0 %	Percentage of men and women who received bonus pay	Not completed	Not completed
Mean and median gender pay gap using bonus pay Edit			Mean and median gender pay gap using bonus pay Edit			Mean and median gender pay gap using bonus pay Edit		
Mean gender pay gap using bonus pay		Not completed	Mean gender pay gap using bonus pay		Not applicable	Mean gender pay gap using bonus pay		Not completed
Median gender pay gap using bonus pay		Not completed	Median gender pay gap using bonus pay		Not applicable	Median gender pay gap using bonus pay		Not completed
Employee headcount Edit			Employee headcount Edit			Employee headcount Edit		
Number of employees used to establish your headcount for gender pay gap reporting, on your snapshot date		Not Provided	Number of employees used to establish your headcount for gender pay gap reporting, on your snapshot date		Not Provided	Number of employees used to establish your headcount for gender pay gap reporting, on your snapshot date		Not Provided
Link to your gender pay gap information Edit			Link to your gender pay gap information Edit			Link to your gender pay gap information Edit		
		Not provided			Not provided			Not provided

Comparison Data for years 2020/2021

		2017/18	2018/19	2019/20	2020/21	2021/22						
Employer	Nature of business	Employee headcount	Difference in hourly pay		Percentage of women in each pay quarter				Who received bonus pay		Difference in bonus pay	
			Mean	Median	Lower hourly pay quarter	Lower middle hourly pay quarter	Upper middle hourly pay quarter	Upper hourly pay quarter	Women	Men	Mean	Median
North East Ambulance Service NHS Foundation Trust Remove	Human health and social work activities Public sector	1000 to 4999	1.1%	0.7%	46.4%	45.4%	49.2%	38.3%	0.0%	0.0%	0.0%	0.0%
Yorkshire Ambulance Service Nhs Trust Remove	Human health and social work activities Public sector	5000 to 19,999	3.9%	5.3%	57.8%	53.1%	48.1%	43.3%	9.6%	4.7%	16.2%	6.7%
North West Ambulance Service N H S Trust Remove	Human health and social work activities Public sector	Employer has not reported for this year										
West Midlands Ambulance Service Nhs Foundation Trust Remove	Human health and social work activities Public sector	5000 to 19,999	9.5%	15.5%	55.0%	49.0%	47.5%	38.3%	0.0%	0.0%	0.0%	0.0%

Employer	Nature of business	Employee headcount	Difference in hourly pay		Percentage of women in each pay quarter				Who received bonus pay		Difference in bonus pay	
			Mean	Median	Lower hourly pay quarter	Lower middle hourly pay quarter	Upper middle hourly pay quarter	Upper hourly pay quarter	Women	Men	Mean	Median
East Midlands Ambulance Service Education & Development Centre Remove	Human health and social work activities Public sector	1000 to 4999	0.7%	0.2%	53.7%	47.8%	53.3%	42.3%	0.0%	0.0%	0.0%	0.0%
South Western Ambulance Service Foundation Trust Remove	Human health and social work activities Public sector	Employer has not reported for this year										
South Central Ambulance Service NHS Foundation Trust Remove	Human health and social work activities Public sector	1000 to 4999	0.7%	-0.2%	46.3%	55.9%	52.4%	50.3%	50.0%	50.0%	57.7%	57.7%
South East Coast Ambulance Service NHS Foundation Trust Remove	Human health and social work activities Public sector	1000 to 4999	9.0%	11.3%	59.2%	59.0%	50.7%	40.2%	0.0%	0.0%	0.0%	0.0%
London Ambulance Service NHS Trust Remove	Human health and social work activities Public sector	Employer has not reported for this year										

Comparison Data for years 2019/2020

		2017/18	2018/19	2019/20	2020/21	2021/22						
Employer	Nature of business	Employee headcount	Difference in hourly pay		Percentage of women in each pay quarter				Who received bonus pay		Difference in bonus pay	
			Mean ↕	Median ↕	Lower hourly pay quarter ↕	Lower middle hourly pay quarter ↕	Upper middle hourly pay quarter ↕	Upper hourly pay quarter ↕	Women ↕	Men ↕	Mean ↕	Median ↕
North East Ambulance Service NHS Foundation Trust Remove	Human health and social work activities Public sector	1000 to 4999	2.1%	0.0%	49.0%	39.8%	44.9%	38.3%	0.0%	0.0%	0.0%	0.0%
Yorkshire Ambulance Service NHS Trust Remove	Human health and social work activities Public sector	5000 to 19,999	5.2%	4.6%	57.5%	51.1%	47.3%	43.1%	18.4%	8.9%	15.9%	0.0%
North West Ambulance Service NHS Trust Remove	Human health and social work activities Public sector	5000 to 19,999	8.9%	8.3%	54.8%	51.1%	47.1%	34.2%	0.0%	0.0%	0.0%	0.0%
West Midlands Ambulance Service NHS Foundation Trust Remove	Human health and social work activities Public sector	5000 to 19,999	2.4%	2.6%	46.8%	43.7%	46.3%	31.5%	0.0%	0.0%	0.0%	0.0%

Nature of business	Employee headcount	Difference in hourly pay		Percentage of women in each pay quarter				Who received bonus pay		Difference in bonus pay		0.0%
		Mean	Median	Lower hourly pay quarter	Lower middle hourly pay quarter	Upper middle hourly pay quarter	Upper hourly pay quarter	Women	Men	Mean	Median	
East Midlands Ambulance Service Education & Development Centre Remove	Human health and social work activities Public sector	1000 to 4999	5.5%	0.6%	53.6%	47.7%	48.3%	39.4%	0.0%	0.0%	0.0%	0.0%
South Western Ambulance Service Foundation Trust Remove	Human health and social work activities Public sector	1000 to 4999	4.6%	16.0%	45.0%	54.0%	45.0%	36.0%	31.0%	32.0%	-46.0%	-20.0%
South Central Ambulance Service NHS Foundation Trust Remove	Human health and social work activities Public sector	1000 to 4999	2.7%	0.7%	48.2%	51.5%	50.9%	48.1%	0.1%	0.2%	21.3%	15.3%
South East Coast Ambulance Service NHS Foundation Trust Remove	Human health and social work activities Public sector	1000 to 4999	8.9%	12.8%	57.8%	57.9%	47.3%	40.2%	0.0%	0.0%	0.0%	0.0%
London Ambulance Service NHS Trust Remove	Human health and social work activities Public sector	Employer has not reported for this year										

Appendix B 2020 NHS Survey Satisfaction Survey Analysis

The NHS Survey Analysis consists of charts showing an average score for different section of questions across the survey.

The survey was completed 2635 employees compared to a workforce of 6073.

The questions on the survey were split into 5 sections, Your job, Your Managers, Your Health, Well-Being and Safety at Work, Your Organisation, Background Information.

The questions across the areas are all the same, as detailed in Appendix A.

Section	Number of questions	Averages calculated as
Your job	30 questions	Average % of 30 questions
Your Managers	11 questions	Average % of 11 questions
Your Health, Well-Being, and Safety at Work	27 questions	Average % of 27 questions
Your Organisation	9 questions	Average % of 9 questions
Background Information	1 question	Average % of 1 question

An analysis was carried out on one specific question, **'Satisfied with Level of Pay'**.

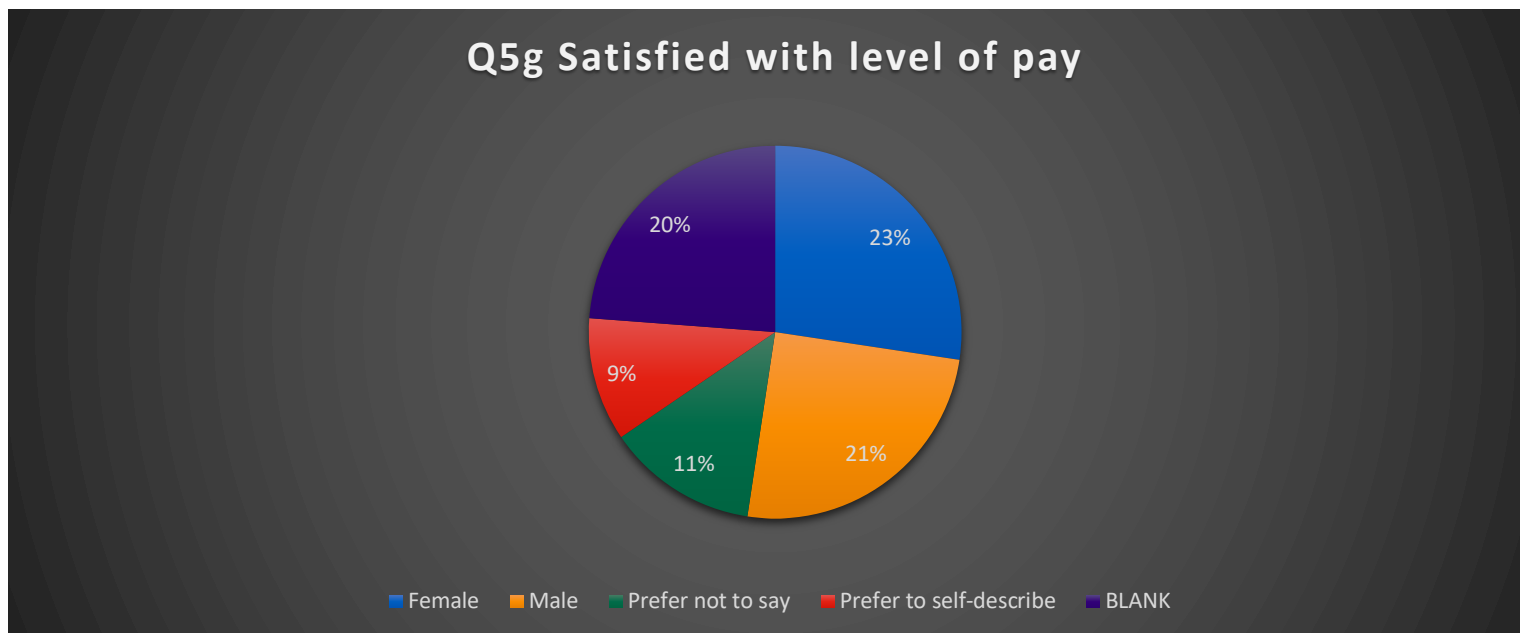
(This question comes under the 'Your Job' section, referenced in appendix A.)

Q5g 'Satisfied with level of pay' for Male & Female 2020

The chart below shows percentages of Male and Female level of satisfaction in pay.

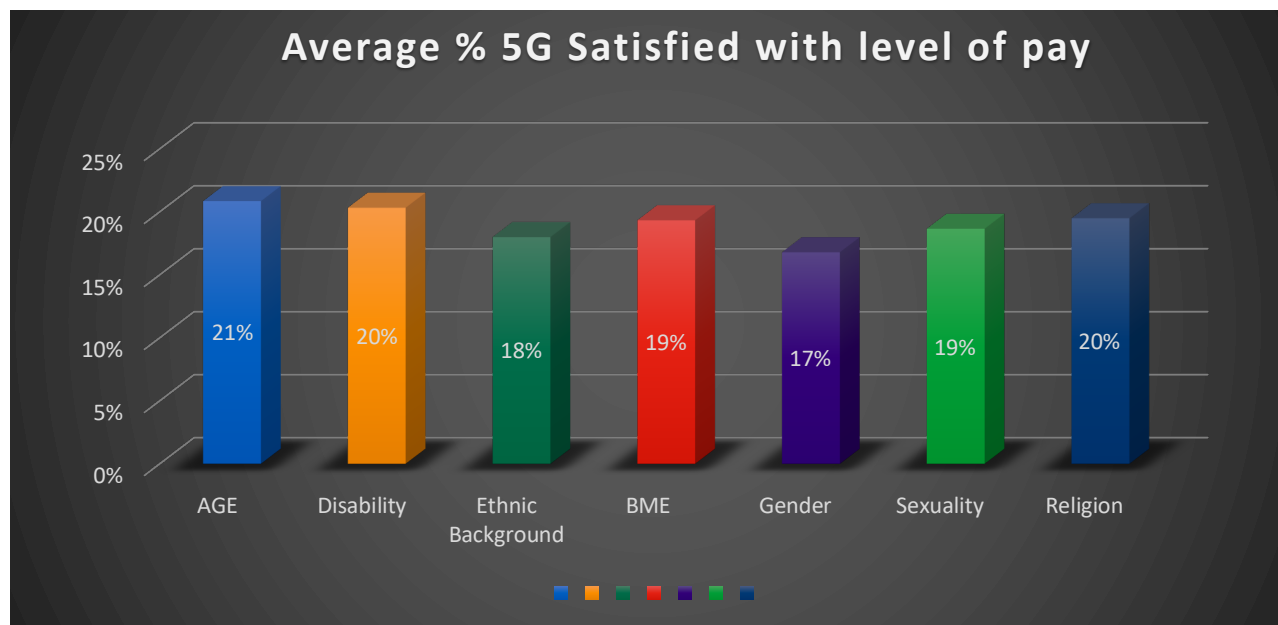
The pie chart below shows:

- 23% of female were satisfied with the level of pay compared to 21% of male.
- 9% of employees preferred to self-describe. (Level of details not available).
- 11% preferred not to say.
- 20% left this question blank.



Q5g 'Satisfied with level of pay for the 7 characteristics 2020.

We further analysed the average percentage for each of the 7 characteristics as shown below. The chart below shows the level satisfaction in pay broken down into different characteristics. A breakdown for male and female within each characteristic was not available.



Appendix C 2020 NHS Survey Satisfaction Survey Questions

Section	Q	Description
Your Job	Q2a	Often/always look forward to going to work
	Q2b	Often/always enthusiastic about my job
	Q2c	Time often/always passes quickly when I am working
	Q3a	Always know what work responsibilities are
	Q3b	Feel trusted to do my job
	Q3c	Able to do my job to a standard I am pleased with
	Q4a	Opportunities to show initiative frequently in my role
	Q4b	Able to make suggestions to improve the work of my team/dept
	Q4c	Involved in deciding changes that affect work
	Q4d	Able to make improvements happen in my area of work
	Q4e	Able to meet conflicting demands on my time at work
	Q4f	Have adequate materials, supplies and equipment to do my work
	Q4g	Enough staff at organisation to do my job properly
	Q4h	Team members have a set of shared objectives
Q4i	Team members often meet to discuss the team's effectiveness	

Section	Q	Description
	Q4j	I receive the respect I deserve from my colleagues at work
	Q5a	Satisfied with recognition for good work
	Q5b	Satisfied with support from immediate manager
	Q5c	Satisfied with support from colleagues
	Q5d	Satisfied with amount of responsibility given
	Q5e	Satisfied with opportunities to use skills
	Q5f	Satisfied with extent organisation values my work
	Q5g	Satisfied with level of pay
	Q5h	Satisfied with opportunities for flexible working patterns
	Q6a	I have realistic time pressures
	Q6b	I have a choice in deciding how to do my work
	Q6c	Relationships at work are unstrained
	Q7a	Satisfied with quality of care I give to patients/service users
	Q7b	Feel my role makes a difference to patients/service users
	Q7c	Able to provide the care I aspire to
> ◦ ≡ ≡	Q8a	My immediate manager encourages me at work

Section	Q	Description
	Q8b	Immediate manager can be counted on to help with difficult tasks
	Q8c	Immediate manager gives clear feedback on my work
	Q8d	Immediate manager asks for my opinion before making decisions that affect my work
	Q8e	Immediate manager supportive in personal crisis
	Q8f	Immediate manager takes a positive interest in my health & well-being
	Q8g	Immediate manager values my work
	Q9a	I know who senior managers are
	Q9b	Communication between senior management and staff is effective
	Q9c	Senior managers try to involve staff in important decisions
	Q9d	Senior managers act on staff feedback
Your Health, Well-Being and Safety at Work	Q10b	Don't work any additional paid hours per week for this organisation, over and above contracted hours
	Q10c	Don't work any additional unpaid hours per week for this organisation, over and above contracted hours
	Q11a	Organisation definitely takes positive action on health and well-being
	Q11b	In last 12 months, have not experienced musculoskeletal (MSK) problems as a result of work activities
	Q11c	In last 12 months, have not felt unwell due to work related stress

Section	Q	Description
	Q11d	In last 3 months, have not come to work when not feeling well enough to perform duties
	Q11e	Not felt pressure from manager to come to work when not feeling well enough
	Q11f	Not felt pressure from colleagues to come to work when not feeling well enough
	Q11g	Not put myself under pressure to come to work when not feeling well enough
	Q12a	Not experienced physical violence from patients/service users, their relatives or other members of the public
	Q12b	Not experienced physical violence from managers
	Q12c	Not experienced physical violence from other colleagues
	Q12d	Last experience of physical violence reported
	Q13a	Not experienced harassment, bullying or abuse from patients/service users, their relatives or members of the public
	Q13b	Not experienced harassment, bullying or abuse from managers
	Q13c	Not experienced harassment, bullying or abuse from other colleagues
	Q13d	Last experience of harassment/bullying/abuse reported
	Q14	Organisation acts fairly: career progression
	Q15a	Not experienced discrimination from patients/service users, their relatives or other members of the public
	Q15b	Not experienced discrimination from manager/team leader or other colleagues

Section	Q	Description
	Q16a	Organisation treats staff involved in errors/near misses/incidents fairly
	Q16b	Organisation encourages reporting of errors/near misses/incidents
	Q16c	Organisation takes action to ensure errors/near misses/incidents are not repeated
	Q16d	Staff given feedback about changes made in response to reported errors/near misses/incidents
	Q17a	Know how to report unsafe clinical practice
	Q17b	Would feel secure raising concerns about unsafe clinical practice
	Q17c	Would feel confident that organisation would address concerns about unsafe clinical practice
Your Organisation	Q18a	Care of patients/service users is organisation's top priority
	Q18b	Organisation acts on concerns raised by patients/service users
	Q18c	Would recommend organisation as place to work
	Q18d	If friend/relative needed treatment would be happy with standard of care provided by organisation
	Q18e	Feel safe in my work.
	Q18f	Feel safe to speak up about anything that concerns me in this organisation.
	Q19a	I don't often think about leaving this organisation
	Q19b	I am unlikely to look for a job at a new organisation in the next 12 months
Q19c	I am not planning on leaving this organisation.	

Section	Q	Description
Background Information	Q26b	Disability: organisation made adequate adjustment(s) to enable me to carry out work

Appendix D

Easy reading Gender Pay Gap reports from Gov.uk



Benchmarking
Gender Pay gap 201



Benchmarking
Gender Pay gap 202



EEAST GPG @ 31st
March 2019.pdf



EEAST GPG @ 31st
March 2020.pdf



EEAST GPG @ 31st
March 2021.pdf