

Lincolnshire Community Health Services Gender Pay Gap Analysis
as at 31 March 2017

Pay Band	Female		Male		Gender Pay Gap (%)
	FTE	Average Salary	FTE	Average Salary	
Band 1 & 2*	293.16	£16,796.47	33.07	£16,731.35	-0.39%
Band 3 & 4*	276.04	£19,553.71	14.52	£19,770.75	1.10%
Band 5	308.44	£26,504.27	18.67	£25,759.74	-2.89%
Band 6	359.91	£32,057.99	38.32	£31,848.92	-0.66%
Band 7	179.01	£38,591.82	33.87	£38,973.35	0.98%
Band 8a-d*	50.33	£48,700.98	15.00	£51,553.13	5.53%
Medical	3.34	Not disclosed**	5.45	Not disclosed**	Not disclosed**
VSM	4.00	£100,924.32	2.00	£126,082.04	19.95%

* In Agenda for Pay bands where the numbers of staff employed is less than 11, these pay bands have been grouped together in order to ensure the data is not traceable to an individual.

** where the total whole-time equivalent staff is less than 11 and grouping with another banding is not feasible, data is not disclosed in order to ensure data is not traceable to an individual. However, as the remuneration of the Trust's Very Senior Managers (VSM) is in the public domain, this data is included in this analysis.

Staff working in Domicillary services or in one of the APMS Practices have been excluded as they do not have Agenda for Change Pay Bandings

Gender Pay Gap calculations are expressed as a percentage in relation to the male salary. All values recorded as a negative (-) indicate that the Gender Pay Gap is in favour of the female workforce