

**The Hospital of St John & St Elizabeth  
Gender Pay Gap Report  
2023 Submission (Data is based on snapshot at April 2022)**

### 1. Gender Pay Gap

The results can be summarised as follows:-

The mean gender pay gap: For this measure we have a gender pay gap of 5.93%.

The median gender pay gap: Our figure is -2.09%

### 2. Bonus Arrangements

Our mean and median bonus gender pay gap was nil (0%).

The proportion of men and women receiving bonus pay in the last 12 months (up to the snapshot date) equated to Male: 0% and Female 0%.

### 3. Quartile Pay Bands

Finally our quartile pay bands are set out in table form below:-

2023 Submission (2022 data)

	<i>Male</i>	<i>Female</i>
<i>Lower quartile pay bands</i>	<b>35.5%</b>	<b>64.5%</b>
<i>Lower middle quartile pay bands</i>	<b>26.5%</b>	<b>73.5%</b>
<i>Upper middle quartile pay bands</i>	<b>28.4%</b>	<b>71.6%</b>
<i>Upper quartile pay bands</i>	<b>32.5%</b>	<b>67.5%</b>

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