

Gender Pay Gap Report 2019

Summary

In line with gender pay gap reporting requirements, this report provides the six mandatory calculations, with additional analysis and commentary:

1. Proportion of males and females in each pay quartile
2. Mean gender pay gap for ordinary pay
3. Median gender pay gap for ordinary pay
4. Proportion of males and females receiving a bonus payment
5. Mean gender pay gap for bonus pay
6. Median gender pay gap for bonus pay

There are a higher proportion of male employees in the upper pay quartile of the Trust compared to proportions of male and female employees in the lower quartiles.

When considering ordinary pay, the mean hourly rate of male employees is **18.4%** higher than that of female employees. When median calculations are used, the hourly rate of male employees' ordinary pay is **13.7%** higher than that of female employees. There has been an increase in the mean and median gender pay gap for ordinary pay, compared to the previous year's data.

Considering overall the Trust population, **5.5%** of male employees received a bonus payment compared to **2.0%** of female employees. Relevant bonus pay relates to Clinical Excellence Awards (CEA) for Consultants and Long Service Awards (LSA) for staff who have achieved 20 years of service at the Trust.

When considering both these types of bonus pay together, there is a **47%** mean gender pay gap and a 60% median gender pay gap between men and women's' bonus pay. This can be partly explained by the fact that a higher proportion of women received a LSA and a higher proportion of men received a CEA, which is of a much higher monetary value.

When considering CEA payments only, there is a **29%** mean pay gap between male and female consultants' CEA pay and a **44.8%** median pay gap. There have been slight increases in the mean gender pay gap for bonus pay (CEA only), compared to previous year's data. There has been a decrease in the median gender pay gap for bonus pay (CEA only, compared to previous year's data.

Changes to the local CEA process and analysis on those who have achieved a local CEA for the first time in 2018/19 suggest positive changes in addressing the bonus pay gap for future years.

There is no difference in the mean or median values of LSA payment awarded to male and female employees, as all payments are of the value of £150. Proportions of staff receiving LSAs are reflective of the overall gender mix in the organisation.

Gender Pay Action plan

Refer to Appendix 1, Workforce Equality and Diversity Work Programme, 1b Gender Pay Action Plan.

Background

This report is published in line with gender pay gap reporting requirements for organisations with more than 250 staff. All calculations relate to the pay period in which the snapshot day falls, which is 31 March 2019. This report is in line with the Equality Act 2010 regulations. 11,345¹ employees' were categorised as "relevant employees"² for the purposes of the gender pay calculations. Please see definitions at end for further details.

A gender pay gap is the difference between the average earnings of men and women across an organisation, expressed relative to men's earnings.

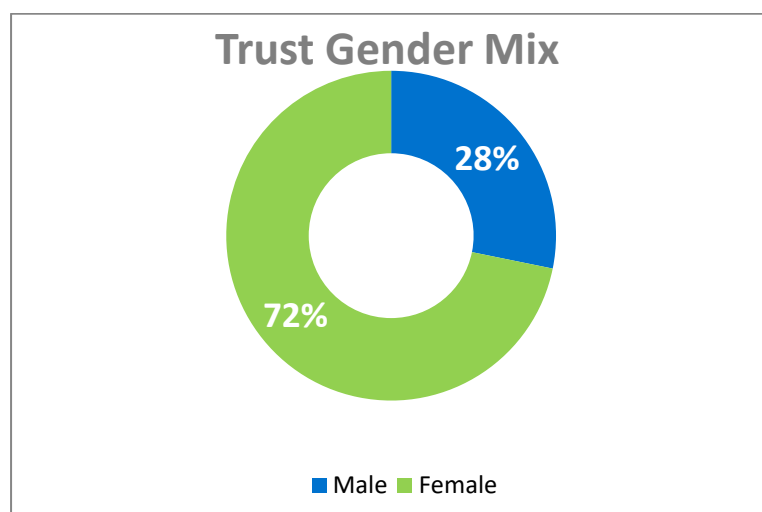
The mean pay gap is the difference between the pay of all male and all female employees when added up separately and divided respectively by the total number of males, and the total number of females in the workforce.

The median pay gap is the difference between the pay of the middle male and the middle female, when all male employees and then all female employees are listed from the highest to the lowest paid.

The gender pay gap is different to equal pay for equal value work. The Trust operates within a national pay structure and job evaluation system for staff on agenda for change terms and conditions and those on Medical and Dental terms and conditions.

Trust Gender Mix

Overall, 72% (8,165) of Trust employees are female, while 28% (3,180) are male. These percentages relate to the 11,345³ staff included for the purposes of this calculation.



¹ Excluding the Trust unpaid honorary consultants and junior Doctors

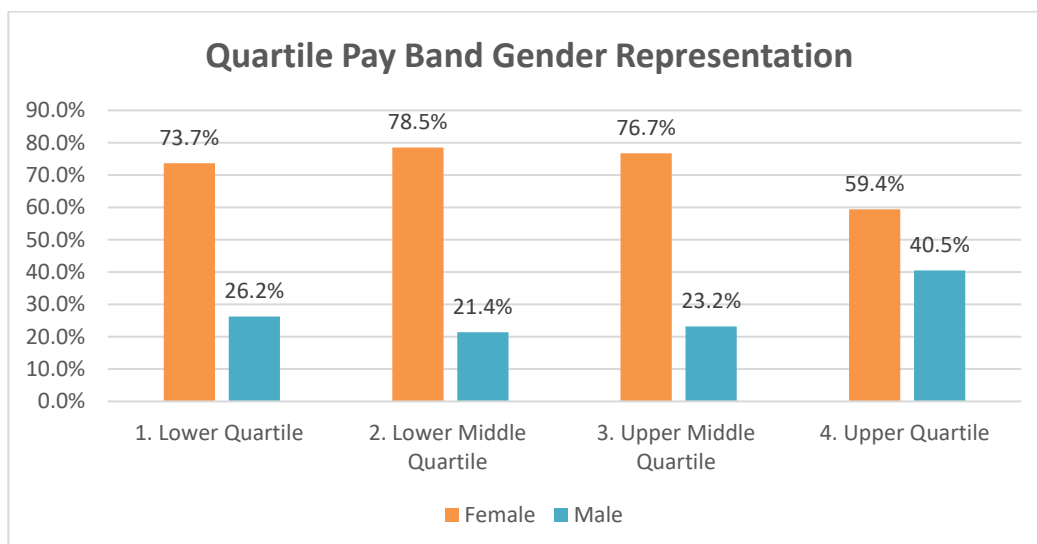
² Relevant employee refers to those employee who are paid by the trust and does not included the Trusts Honorary consultants (297) and Honorary junior Doctors(359)

³ 11,345 refers to those employees who are paid by the Trust and does not included the Trusts Honorary consultants (297) and Honorary junior Doctors (359)

Quartile pay band gender representation

The data below ranks our full-pay employees from lowest to highest paid, divides this into four equal parts (quartiles) to establish the percentage of men and women in each quartile. Quartile 1 contains the lowest pay groups, while Quartile 4 contains the highest pay groups.

Percentage of male and female employees within each quartile pay band



There is a higher proportion of women than men in Quartile 2 and Quartile 3 compared to overall Trust population proportions. The Trust has a higher proportion of male employees in the upper pay quartile of the Trust compared to proportions of male and female employees in the lower quartiles, which partly explains the gender gap in ordinary pay.

The proportions of male and female employees in each quartile are very similar to the figures from 2018/19:

Quartile 1: The proportion of female employees has increased by 0.8%

Quartile 2: The proportion of female employees has increased by 0.7%

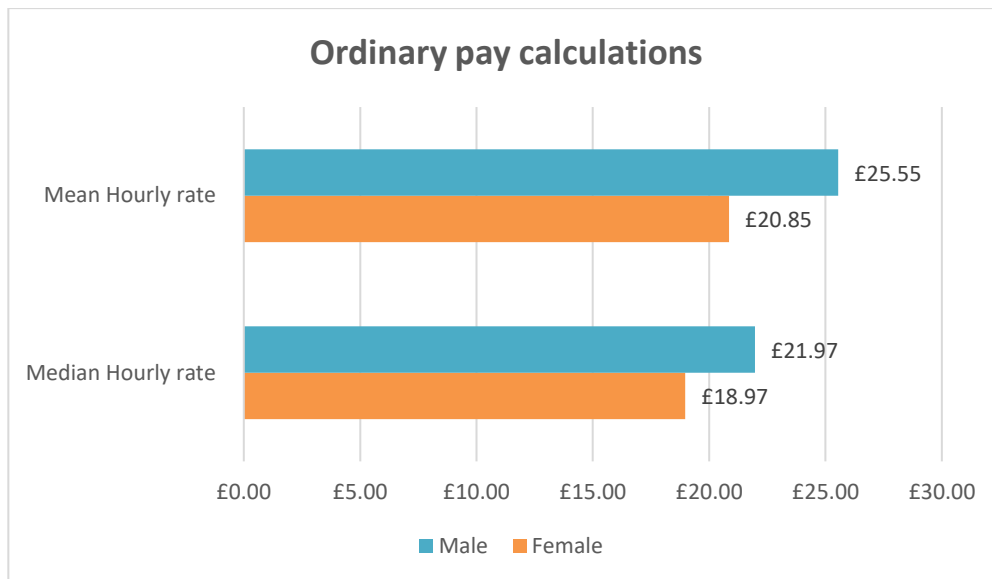
Quartile 3: The proportion of female employees has increased by 0.9%

Quartile 4: The proportion of female employees has decreased by 1.4%

Ordinary Pay

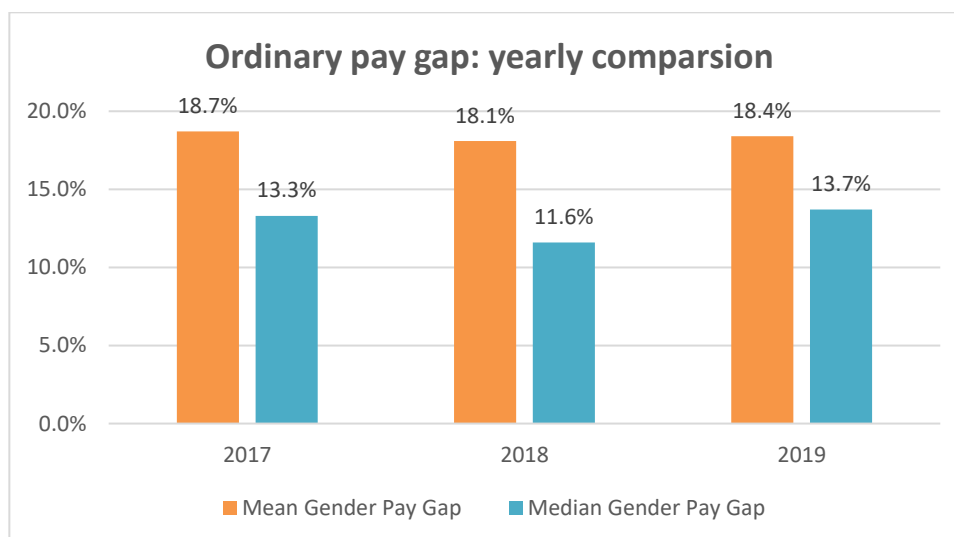
This section establishes the mean and median differences in hourly rates of ordinary pay between male and female employees.

During the defined pay period that includes the snapshot date of 31 March 2019, the mean hourly rate of male employees was **18.4%** higher than that of female employees and the median hourly rate of male employees was **13.7%** higher than that of female employees. This has increased slightly since last year.



The graph below demonstrates that there has been an increase in the mean and median ordinary pay gaps compared to the previous year.

Ordinary pay gap: yearly comparison



Bonus Pay

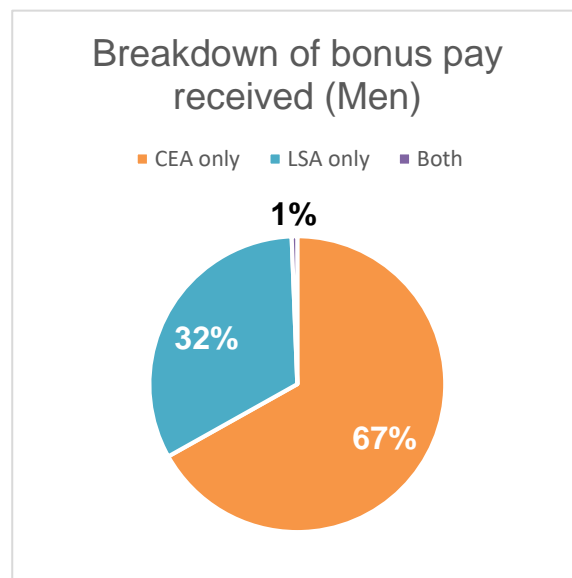
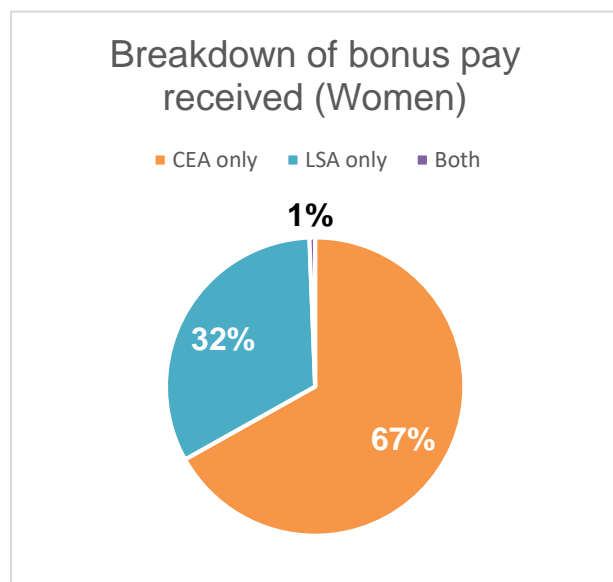
Guidance was issued by NHS Employers in February 2019 to ensure consistency amongst Trusts regarding what should be included within bonus pay gap calculations. Following this guidance, Clinical Excellence Awards (CEA) and Long Service Awards (LSA) have been identified as the relevant bonus payments made within the 12-month period ending on the snapshot date of 31 March 2019. This is comparable to what was included in last year's gender pay gap report. Analysis is presented for the combined overall bonus payments and for each type of bonus pay separately, in order to explain the bonus pay gap.

Overall calculations

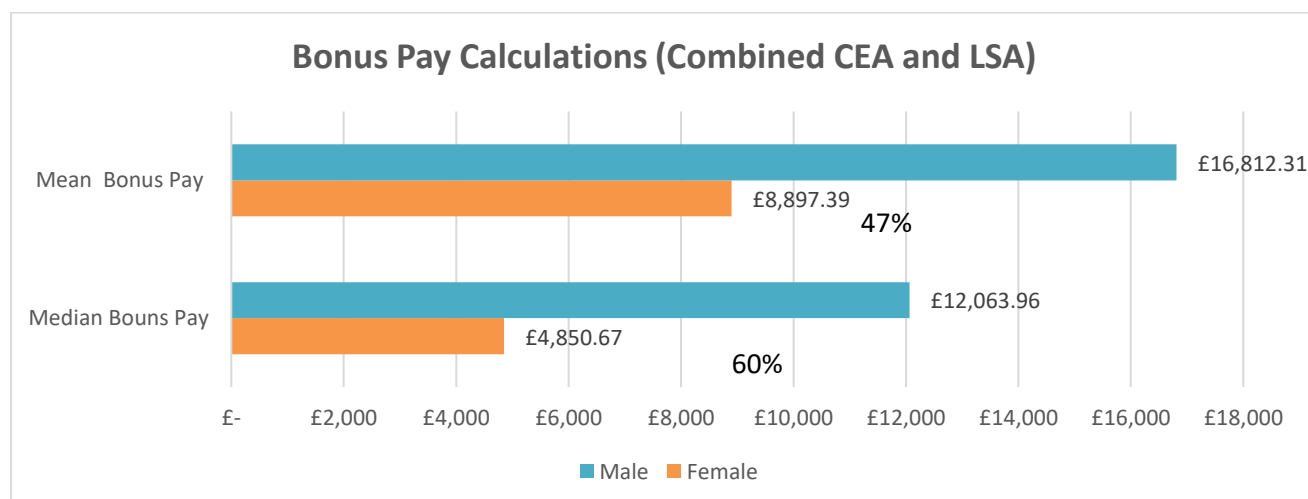
When considering the overall Trust gender populations, **5.5%** of male employees receive a bonus payment, while **2.0%** of female employees do. Therefore, **3.5%** more men receive bonus payments

compared to women across the Trust. Only specific groups of employees are eligible for CEA and LSA payments.

Overall there were 176 male and 163 female employees who received a form of bonus pay over the relevant period. Within this group there were 5 Consultants who received both a CEA and LSA. For the purposes of the overall bonus calculations, both types of bonus payment made to these individual were combined, so the individual were not counted twice. The charts below detail the breakdown of the types of bonus pay received for each gender.



When considering the CEA and LSA data together, the figure below indicates that men receive significantly more bonus pay than women. This can be partly explained by the fact that a higher proportion of women received a LSA (which is of the value of £150) and a higher proportion of men received a CEA (overall average yearly payment of £16,812.31).

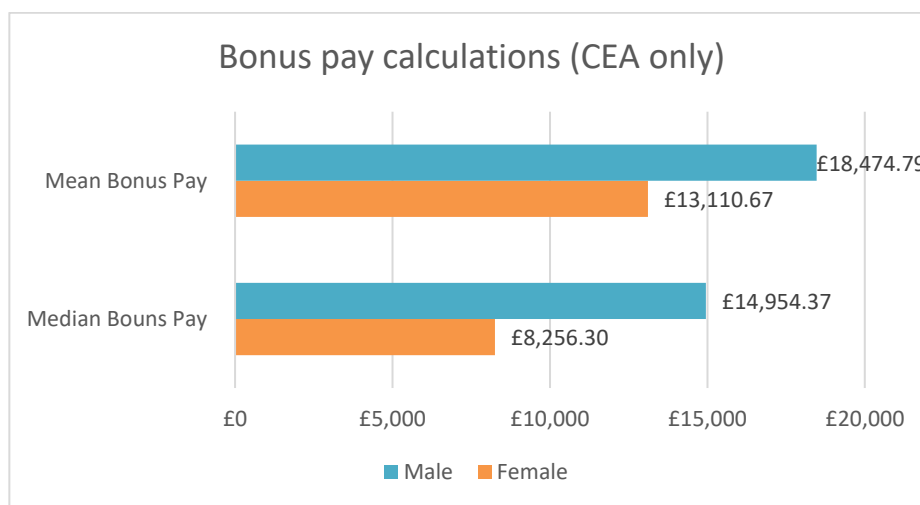


Clinical Excellence Awards (CEAs)

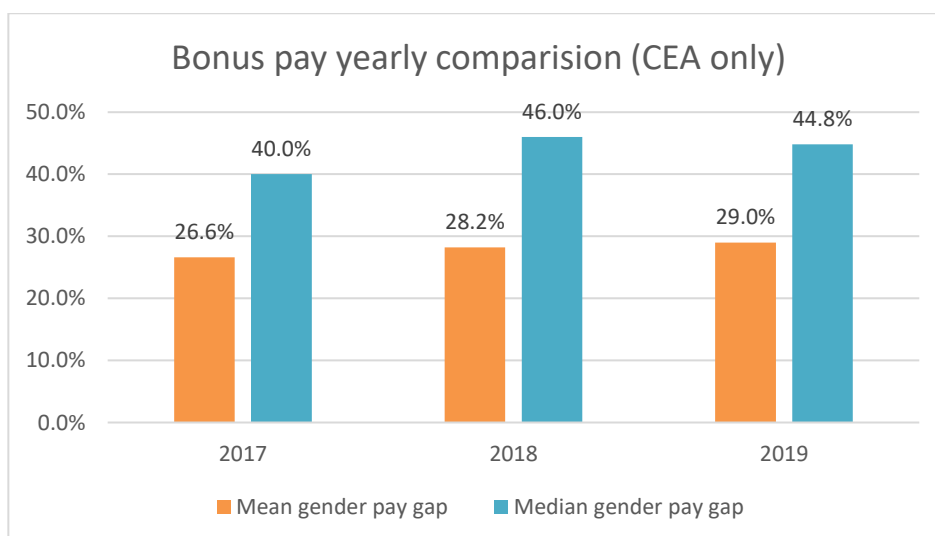
The CEA scheme is intended to recognise and reward those Consultants who contribute most towards the delivery of safe and high quality care to patients and to the continuous improvement of NHS services. Eligible consultants are those in substantive posts with more than one year's Trust service at the time of the application.

When considering proportions of CEAs awarded out of the population of eligible consultants only, 39% of male consultants received a CEA payment, compared to 33% of female consultants. These proportions are highly similar to the previous year's calculations, where 39% of male consultants were awarded CEA payment compared to 32% of eligible female consultants. Eligible consultants are those in substantive posts with more than one year's Trust service at the time of the application.

The diagram below demonstrates that there is a **29.0%** mean pay gap between male and female consultants' CEA pay. When looking at the median difference, this is higher, with male consultants receiving **44.8%** more bonus pay than female consultants.



The below demonstrates that the mean bonus pay gaps have increased compared to last year. While the median bonus pay gap has decreased compared to last year.



Long Service Awards

LSAs are awarded to staff who have completed 20 years of service at the Trust. Recipients are awarded a monetary voucher of the value of £150.00. Therefore, there is no difference in the mean or median values of this type of bonus payment awarded to male and female employees.

Out of the 74 recipients of a LSA, 27% were male and 73% recipients were female, which is largely representative of the overall organisational gender mix

Actions

Imperial College Healthcare NHS Trust recognises the gender pay gaps identified by this report and is taking action as a result. Actions have been set under the Trust's 2019 Workforce Equality and Diversity Work Programme.

Objectives	Baseline performance 16-17	Key focus 2019/20
A flexible work environment that enables career development and progression at different life stages	<ul style="list-style-type: none"> Workforce: ♀ 71% vs. ♂ 29% Band 8A+: ♀ 54% vs. ♂ 46% Mean hourly rate: ♂18.7% higher than ♀ Median hourly rate: ♂13.3% higher than ♀ Mean bonus pay: ♂ 26.6% higher than ♀ Median bonus pay: ♂ 40% higher than ♀ 	<ul style="list-style-type: none"> Flexible working LECA's process review

Key deliverables	Lead	Milestones
Improve female workforce representation at Band 8A+		
1. Refresh guide for and promote flexible working	Barbara Britner	Quarter 2
2. Career clinics	Dawn Sullivan	On-going
3. Provide coaching/mentoring opportunities	Sue Grange	Quarter 3
4. Commit to advertise post with part time/job share options	Dawn Sullivan	Quarter 2
5. Speed mentoring with themes	Sue Grange	Quarter 2
Reduce the differentials of bonus pay gap (LCEAs) between female and male		
6. Identify factors in LCEA process that contribute to the bonus pay differences and develop a process guide to address the issues	Medical Director's office	Quarter 1

Definitions

Gender pay gap: The difference between the average earnings of men and women, expressed relative to men's earnings. This is a broad measure of the difference in the average earnings of men and women, regardless of the nature of their work.

Equal pay: A legal requirement that within an organisation, male and female staff members who are engaged in equal or similar work or work of equal value must receive equal pay and other workplace benefits. This definition is included for clarification purposes as this report relates to the gender pay gap, and not equal pay.

Ordinary pay: Basic pay, paid leave, including annual, sick, maternity, paternity, adoption or parental leave (except where an employee is paid less than usual or nothing because of being on leave), high cost area and other allowances, shift premium pay, and pay for piecework. This would include on call framework and banding supplement in Doctor's pay, for example.

Bonus pay: 'Bonus pay' is defined as any remuneration that is in the form of money, vouchers, securities or options and relates to profit sharing, productivity, performance, incentive or commission. For the purposes of this report, the relevant bonus pay relates to Consultant Clinical Excellence Awards (CEA) and Long Service awards, in line with guidance from NHS Employers. While under this guidance, monetary vouchers awarded as part of the 'Make a Difference' staff recognition scheme could also be included. However, due to data quality issues for 2018/19, this has been excluded, with a view to review this for future years.

Inclusion Criteria:

A wider definition of who counts as an employee is used for gender pay gap reporting. This means staff who are employed under a contract of employment, a contract of apprenticeship or a contract personally to do work. This includes those under Agenda for Change terms and conditions, medical staff, very senior managers and Trust bank workers. Agency workers and people employed by another employer to provide services to the Trust e.g. Sodexo staff, are excluded from the Trust's calculations, but counted directly by the agency/employer. Apprentices at the Trust are employed by an apprentice training agency, therefore the contract of apprenticeship is with the agency. Doctors under honorary contracts are also excluded from calculations, but counted by their academic institution. Self-employed workers and contractors of the Trust are also excluded as it is not reasonably practicable to obtain the data to include within the calculations. This is in line with Regulation 2(3) of the Gender Pay Gap Information Regulations 2017.

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