

# Gender Pay Gap Report 19/20

## 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 **16.8%** higher than that of female employees. When median calculations are used, the hourly rate of male employees' ordinary pay is **11.4%** higher than that of female employees. There have been decreases in both mean and median gender pay gaps, which are both the lowest figures recorded since the introduction of gender pay gap reporting.

Considering overall the Trust population, **3.9%** of male employees received a bonus payment compared to **1.0%** of female employees. Relevant bonus pay relates to Clinical Excellence Awards (CEA) for Consultants only for this year's calculations.

There is a **29.1%** mean pay gap between male and female consultants' CEA pay and a **43.8%** median pay gap. There has been a 0.1% increases in the mean gender pay gap for bonus pay (CEA only), compared to previous year's data. There has been a 1% decrease in the median gender pay gap for bonus pay (CEA only), compared to previous year's data.

## Gender Pay Action plan

Refer to Workforce, EDI Work Programme (Appendix 2).

## 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 2020. This report is in line with the Equality Act 2010 regulations. 11,8831, employees' were categorised as "relevant employees"<sup>2</sup> for the purposes of the gender pay calculations. Please see definitions at end for further details.

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<sup>1</sup> Excluding the Trust unpaid honorary consultants and junior Doctors

<sup>2</sup> Relevant employee refers to those employee who are paid by the Trust and does not included the Trust's Honorary consultants

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

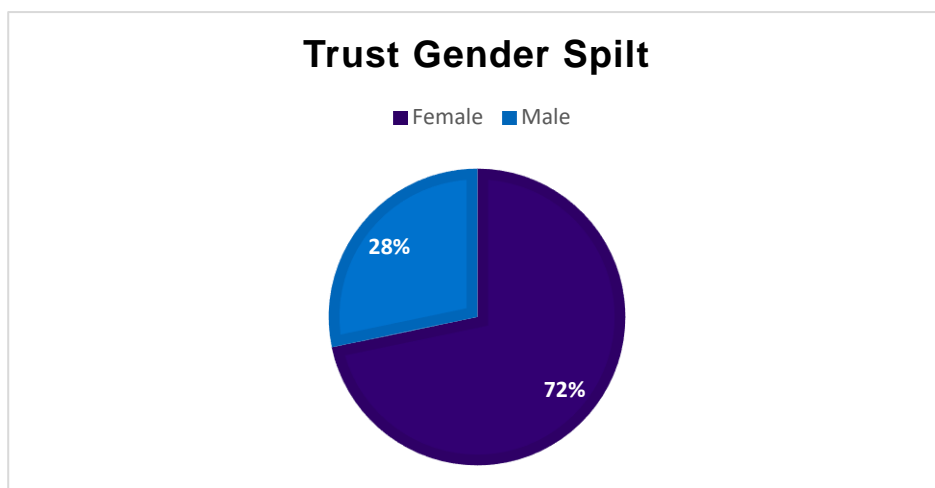
The mean pay gap is the difference between the pay of all male and all female employees when added up separately and divided respectively by the total number of males, and the total number of females in the workforce.

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% (8,523) of Trust employees are female, while 28% (3,360) are male. These percentages relate to the 11,883 staff included for the purposes of this calculation.

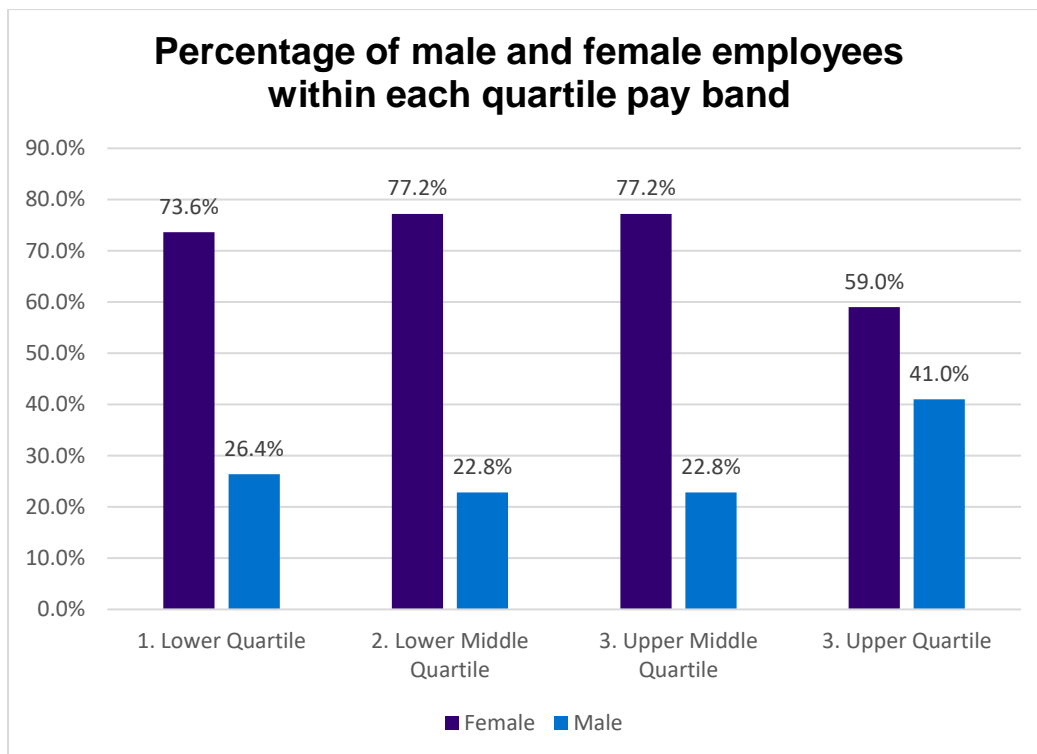


### Quartile pay band gender representation

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.

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<sup>3</sup> 11,883 refers to those employees who are paid by the Trust and does not include the Trust's Honorary consultants and Honorary junior Doctors



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 previous year's figures:

Quartile 1: The proportion of female employees has increased by 0.1%

Quartile 2: The proportion of female employees has increased by 1.3%

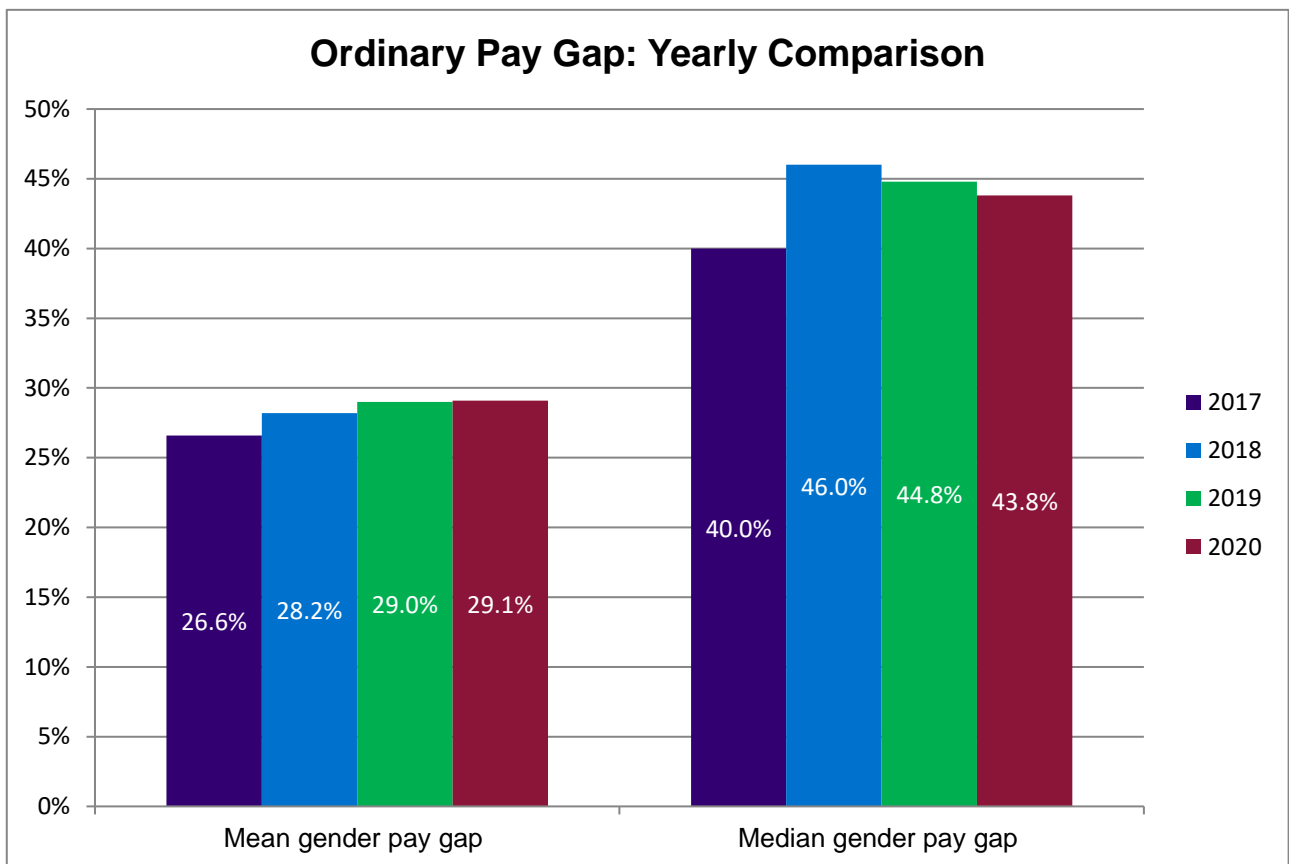
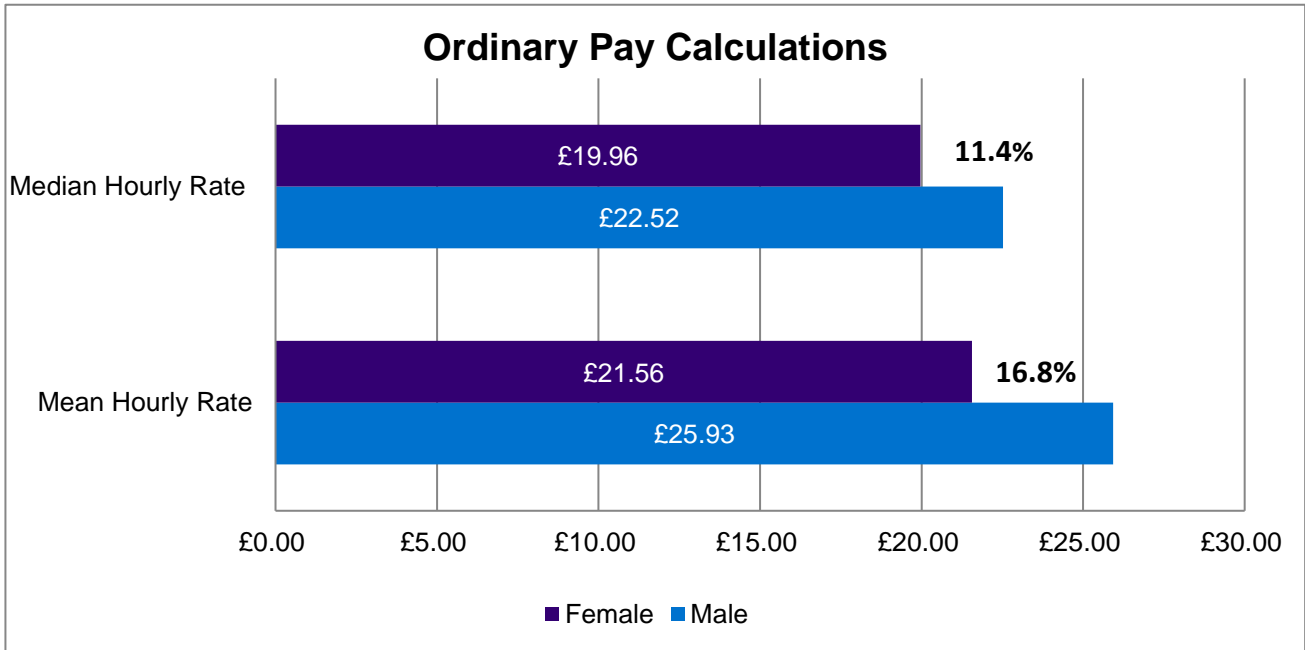
Quartile 3: The proportion of female employees has increased by 0.5%

Quartile 4: The proportion of female employees has decreased by 0.4%

### 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 **16.8%** higher than that of female employees and the median hourly rate of male employees was **11.4%** higher than that of female employees. Both pay gaps have decreased since last year, and are the lowest figures reported by the Trust, compared to all previous years, as outlined below.



## 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) were identified as the relevant bonus payments made within the 12-month period ending on the snapshot date for the previous two years. However, due to covid-19, the long service award ceremony was delayed, and there is no relevant data to capture for long service award payments. Therefore, this year's bonus section will only focus on existing CEAs.

## Overall calculations

When considering the overall Trust gender populations, **3.9%** of male employees receive a bonus payment, while **1.0%** of female employees do. Therefore, **2.9%** more men receive bonus payments compared to women across the Trust. Only specific groups of employees are eligible for CEA and LSA payments. Proportions for both men and women have decreased compared to last year.

## 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.

For the purpose of the bonus pay gap calculations, all CEA payments made to relevant employees in the 12 months to the snapshot date are included. This includes local awards, which are awarded by the Trust and national awards which are awarded by the Department of Health and Social Care paid via the Trust payroll.

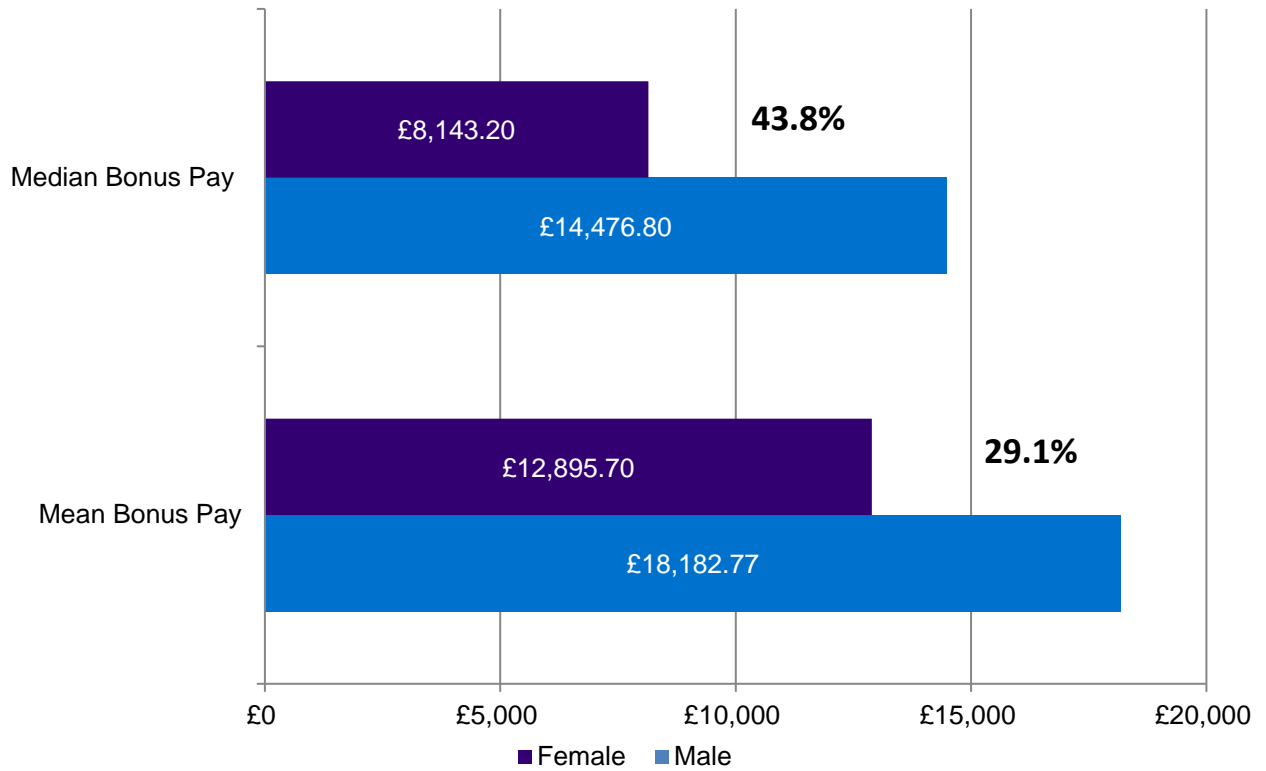
Due to covid-19, the Trust's award round for 2019/20 was delayed and suspended indefinitely while discussions take place between Trusts, NHS Employers and the British Medical Association regarding ongoing arrangements for CEAs during the pandemic. As such, this data does not include any first time CEA awards that have been issued.

It is also noted that changes to the local CEA process and previous 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

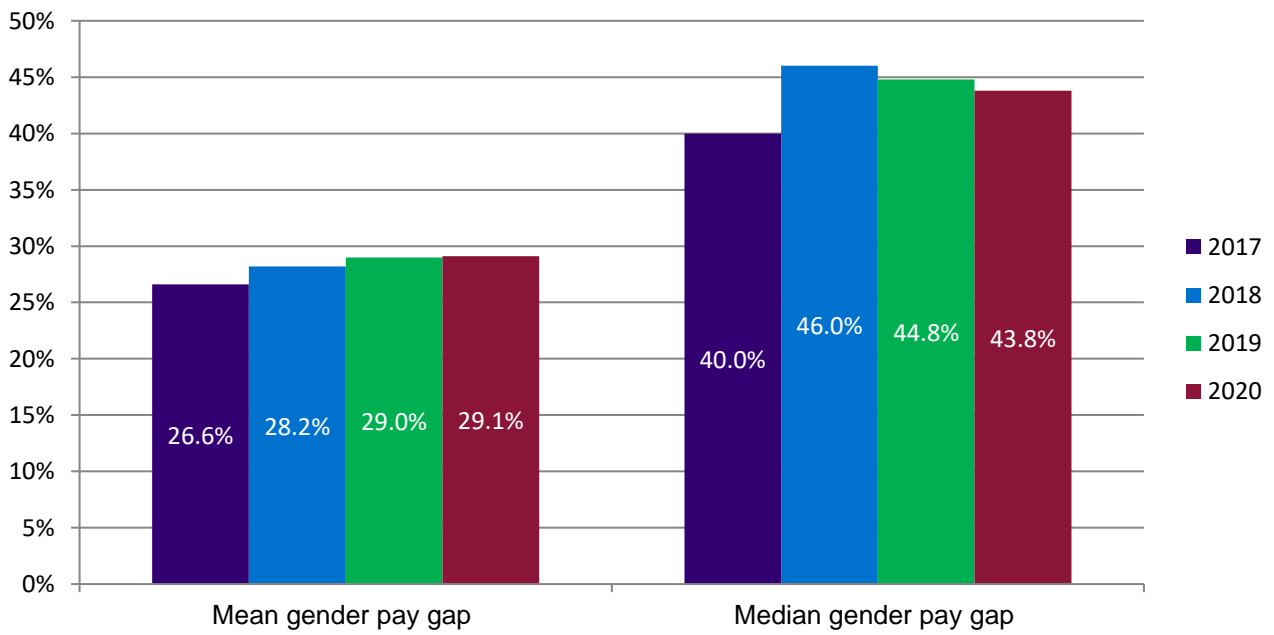
The diagram below demonstrates that there is a **29.0%** mean pay gap between male and female consultants' CEA pay. When looking at the median difference, this is higher, with male consultants receiving **44.8%** more bonus pay than female consultants.

The below yearly comparison demonstrates a very similar picture to the previous year.

## Bonus Pay Calculations (CEA only)



## Bonus Pay Gap: Yearly Comparison (CEA only)



## 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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