

Gender Pay Gap Report 21/22

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

Once again, there are a higher proportion of male employees in the upper pay quartile of the Trust compared to proportions of male employees in the lower quartiles, although the difference is most pronounced in the second and third quartile. This pattern is largely similar to last year's demographic makeup.

When considering ordinary pay, the mean hourly rate of male employees is 9.3% higher than that of female employees, which has decreased by 0.4% from last year's difference. When median calculations are used, the hourly rate of male employees' ordinary pay is 1.6% higher than that of female employees. The mean pay gap has continued to decrease, though by a less substantial percentage as last year, and the median pay gap has increased so that once again, men are earning more than women by both the mean and the median measure.

Considering the Trust population overall, 3.9% of male employees received a bonus payment compared to 2.5% of female employees. Relevant bonus pay relates to Clinical Excellence Awards (CEA) for Consultants, Long Service Awards, and a bonus payment paid to nurses for shifts worked on ICU during the month of March 2021; due to the setup of the rostering system, attachments are paid a month in arrears and therefore fall into this reporting period.

There is a 30.3% mean pay gap between male and female consultants' CEA pay and a 52.0% median pay gap. There has been a 0.9% increase in the mean gender pay gap for bonus pay (CEA only), compared to previous year's data, continuing a trend of increases from 2018. There has been a 24.9% increase in the median gender pay gap for bonus pay (CEA only).

Gender Pay Action plan

Refer to Workforce, EDI 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 2022. This report is in line with the Equality Act 2010 regulations. 15,393 employees were categorised as "relevant employees" 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.

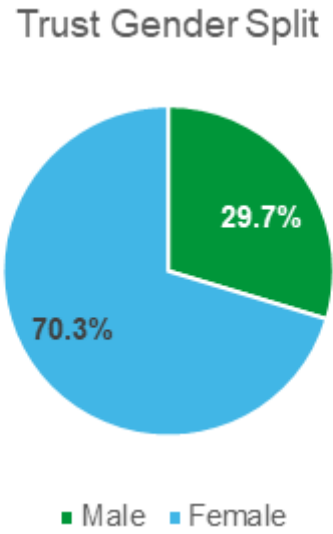
The mean pay gap is the difference between the pay of all male and all female employees when added up separately and divided respectively by the total number of males, and the total number of females in the workforce.

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.

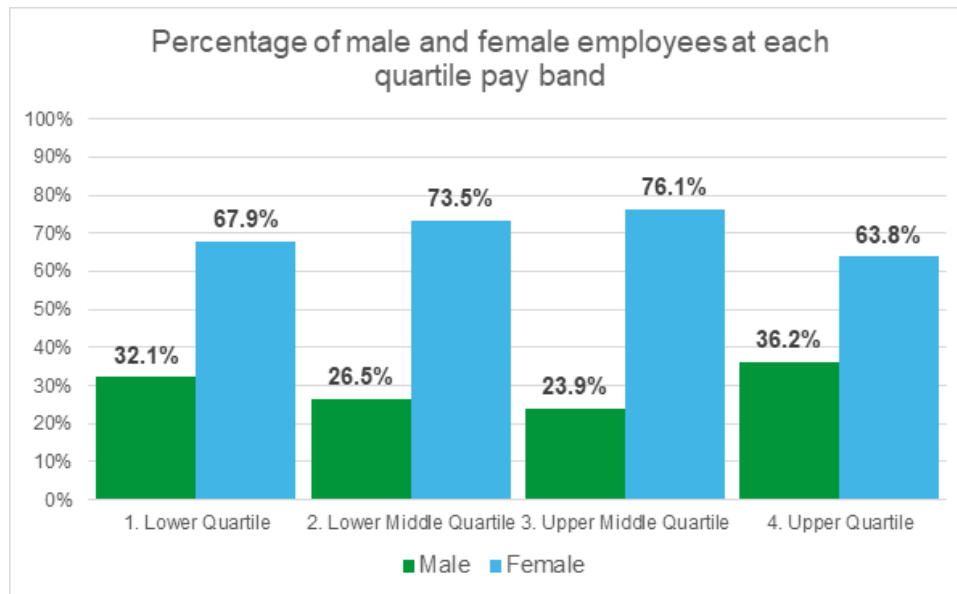
Trust Gender Mix

Overall, 70.3% (10,824) of Trust employees are female, while 29.7% (4,569) are male. These percentages relate to the 15,393 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.



As in last year, 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.

There has been a change to the proportions of male and female employees in each quartile, with the proportion of female employees increasing in all quartiles but quartile 3. However, the changes are smaller than they have been in previous years:

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

Quartile 2: The proportion of female employees has increased by 0.4%

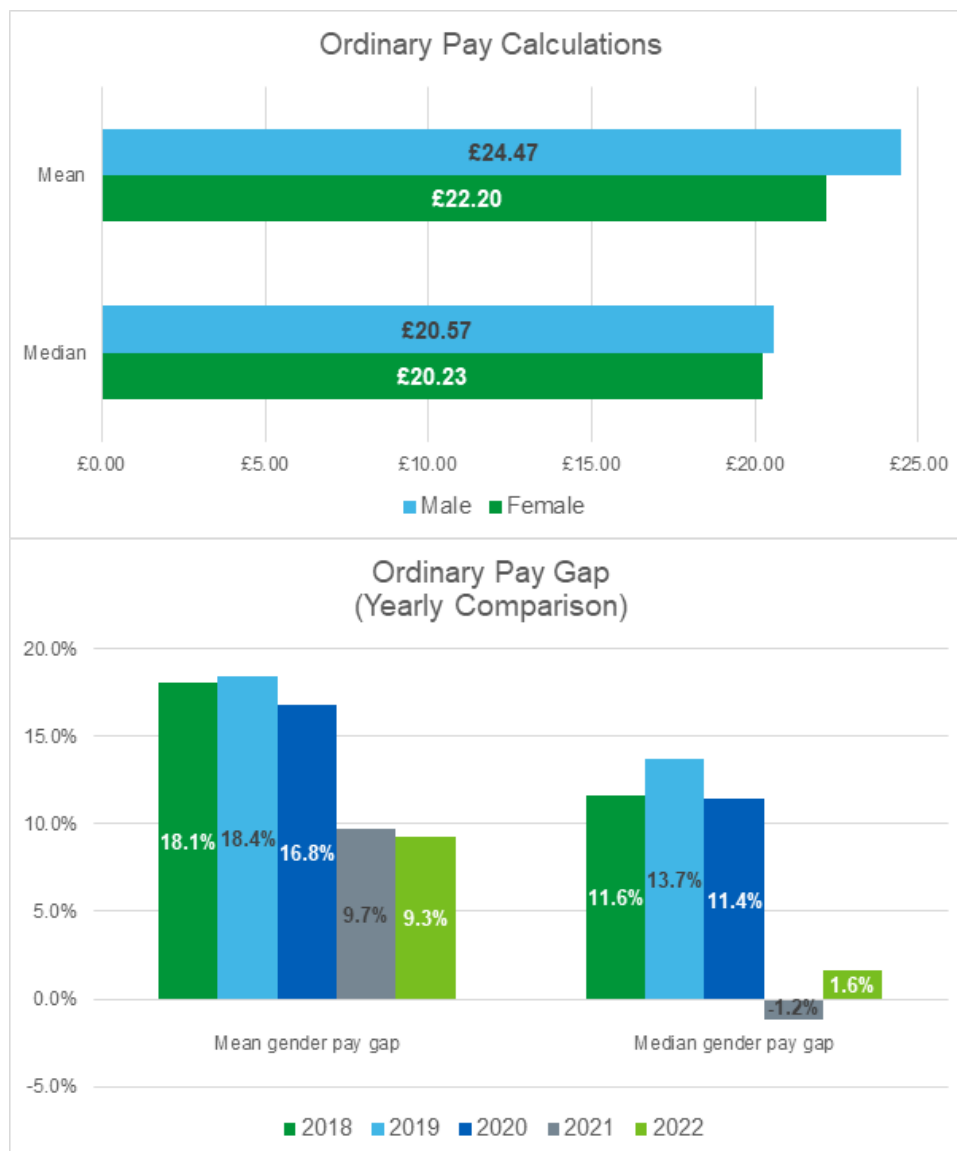
Quartile 3: The proportion of female employees has decreased by 0.6%

Quartile 4: The proportion of female employees has increased by 0.6%

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 2022, the mean hourly rate of male employees was 9.3% higher than that of female employees and the median hourly rate of male employees was 1.6% higher than that of female employees. The mean pay gap has continued to decrease and is once again the lowest it has been since gender pay gap reporting, but the median gap has increased so that men earn more than women when considering the median pay gap, in contrast to the previous year where women earned more than men using this measure.



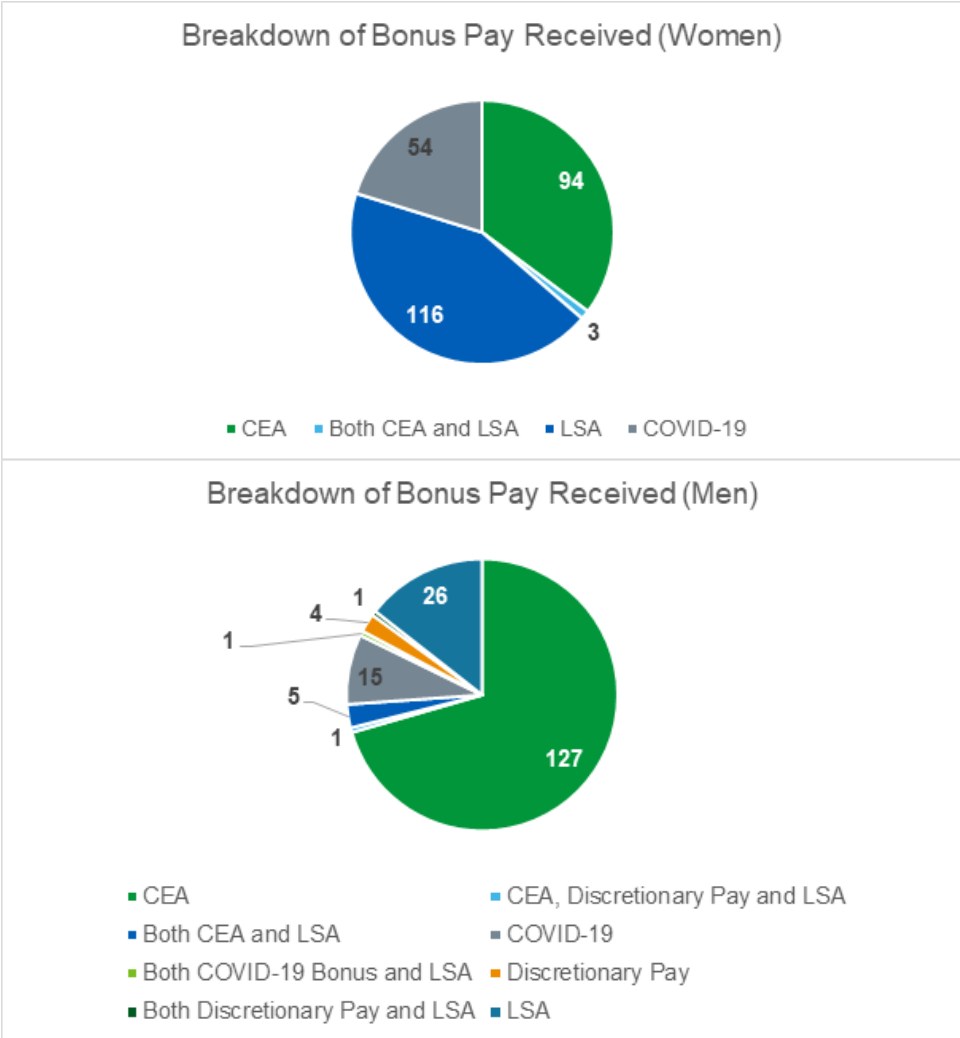
Bonus Pay

Clinical Excellence Awards (CEA), Long Service Awards (LSA) and an incentive payment for nursing staff working within ICU are identified as the relevant bonus payments made within the 12-month period ending on the snapshot date. There are also a number of non-CEA bonus payments made to consultants in recognition of additional responsibilities. The CEA awards bonus data does not include any newly issued awards in 2021/2022, due to a pause in this process due to Covid-19. The Long Service Awards included in this report were issued in September 2021 for the financial year 2020/21. The analysis also includes a bonus that has only once been included in the Gender Pay Gap report. This will impact on our data and comparative analysis drawn.

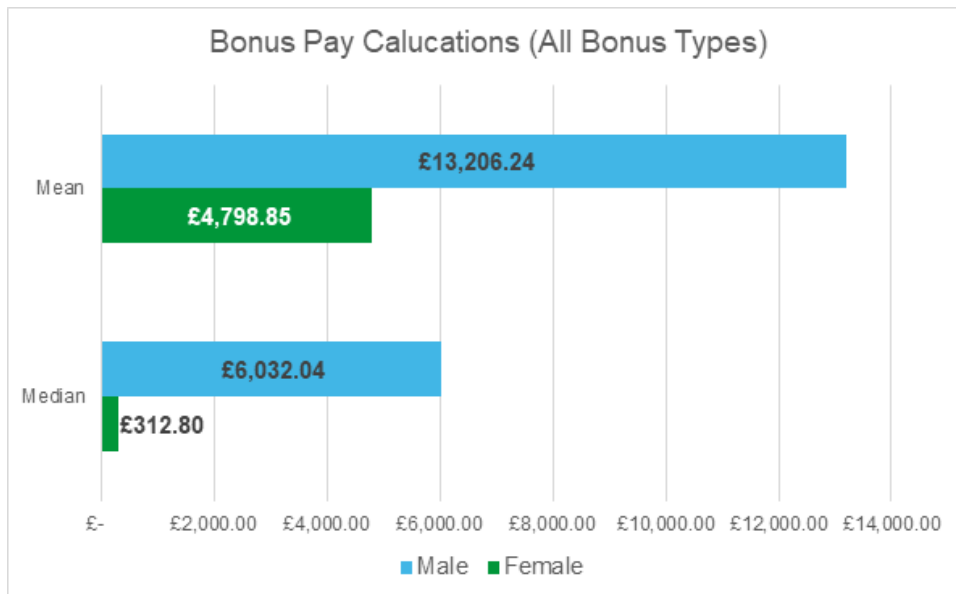
Overall calculations

When considering the overall Trust gender populations, 3.9% of male employees receive a bonus payment, while 2.5% of female employees do. Therefore, 1.4% more men receive bonus payments compared to women across the Trust. Only specific groups of employees are eligible for the three types of payments.

Overall, there were 180 male and 267 female employees who received a form of bonus pay for the relevant period. 9 consultants received both a CEA and a Long Service Award, with one person receiving both the Covid-19 bonus and Long Service Award, and one consultant receiving a pay award for additional duties and a Long Service Award. For the purposes of the overall bonus calculations, where individuals received multiple types of bonus payment, they were combined, so the individuals were not counted twice. The charts below detail the breakdown of the types of bonus pay received for each gender.



When considering all bonus pay data together, the figure below indicates that men receive significantly more bonus pay than women. Contributing to this, women were more likely to receive either an LSA or Covid-19 award than a CEA, which were awarded at a flat rate of £150 or an average of £637.94 for the former two awards. Men received the majority of CEAs (57.8%) and the average value of their CEAs was higher than their female counterparts, being £18,395.63 compared to £12,818.47. However, it should also be considered that the value of the CEA is for a bonus given over an entire year, and the Covid-19 incentive payment was given over a period of weeks, which makes a direct comparison difficult.



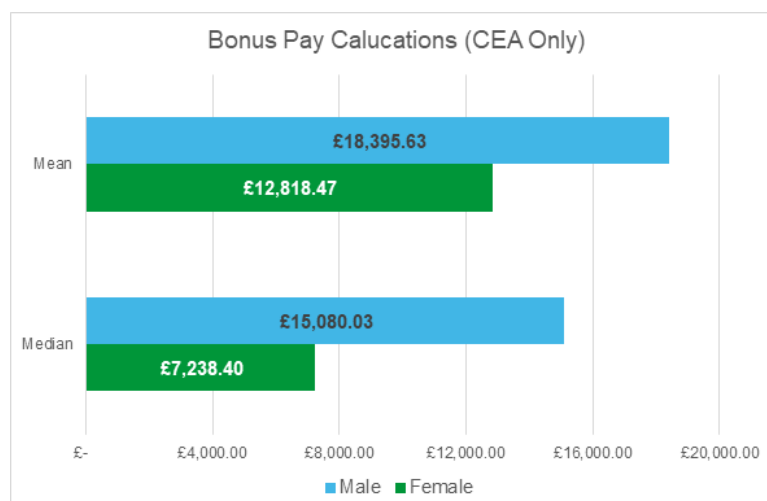
Clinical Excellence Awards (CEAs)

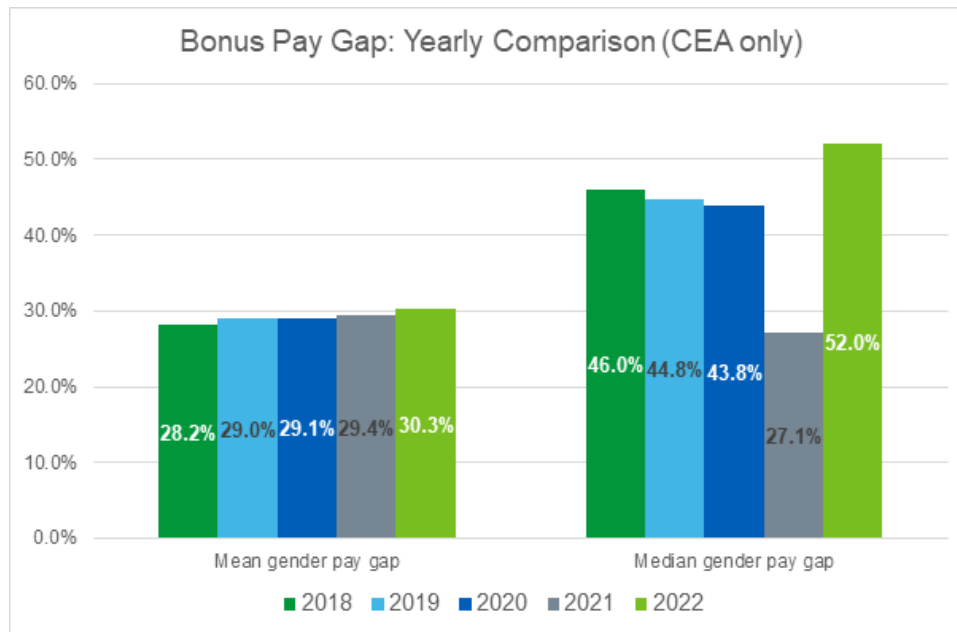
The CEA scheme is intended to recognise and reward those Consultants who contribute most towards the delivery of safe and high-quality care to patients and to the continuous improvement of NHS services. Eligible consultants are those in substantive posts with more than one year's Trust service at the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

The diagram below demonstrates that there is a 30.3% mean pay gap between male and female consultants' CEA pay. When looking at the median difference, the difference is higher; with male consultants receiving 52.0% more bonus pay than female consultants.

The below yearly comparison demonstrates a largely similar picture to previous years relating to the mean bonus pay. However, there is a significant increase in the median gender pay gap, reversing last year's trend of a decrease.





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 153 recipients of a LSA, 22.2% were male and 77.8% recipients were female, which is largely representative of the overall organisational gender mix.

Covid-19 Incentive Payment

From 21 January 2021 to 31 March 2021, people carrying out registered nurse duties at night were offered an incentive payment of £13.60 an hour, to be added to their contractual pay for the shift. Due to the setup of the Trust's rostering system, people who worked shifts in March 2021 received their payments in April 2022's pay, hence this incentive's inclusion in this year's gender pay gap report.

70 individuals received this payment in 2021/22; 77.1% were women and 22.9% were men. While the overall average payment was £625.21, women received an average payment of £637.94 and men received a lower average payment of £582.25.

Definitions for gender and ethnicity pay gap reports

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.

Ethnicity pay gap: This is the difference between the average earnings of employees who are indicated as white on ESR, and the average earnings of employees who are indicated to be from a Black, Asian and minority ethnic background. A positive figure indicates that white employees are paid more than Black, Asian and minority ethnic employees, whereas a negative figure indicates the opposite.

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.

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 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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