



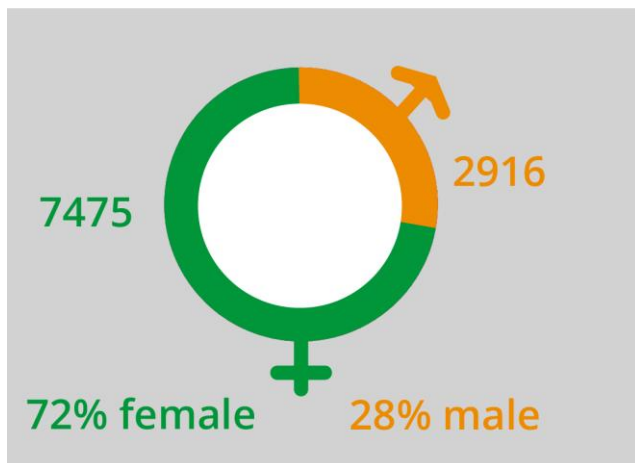
# GENDER PAY GAP 2017/18 ANNUAL REPORT

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 2017.

## What is a gender pay gap?

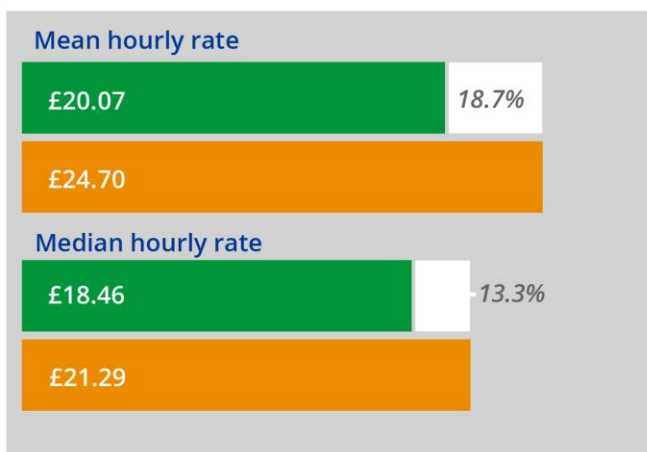
A gender pay gap is the difference between the average earnings of men and women across an organisation, expressed relative to men's earnings. This is different to equal pay for equal value work, please see below for further definitions. The Trust operates within a national pay structure and job evaluation system for staff on agenda for change terms and conditions and those on medical and mental terms and conditions.

## Organisation gender mix



Overall, **72%** of Trust employees are female, while **28%** are male. These percentages relate to the 10,391 staff included for the purposes of this calculation.

## Ordinary pay



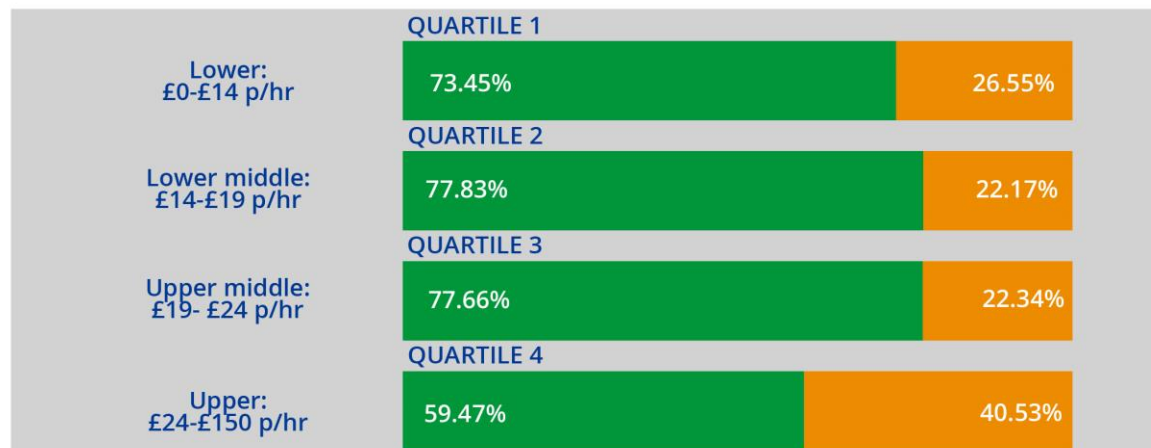
The mean average refers to the sum of hourly rates in each gender, divided by the count. During the defined pay period that includes the snapshot date of 31 March 2017, the mean hourly rate of male employees was **18.7%** higher than that of female employees.

The median refers to the hourly rate at the midpoint of all values.

The median is included because it is not affected by exceptionally high or low values. During the defined pay period that includes the snapshot date, the median hourly rate of male employees was **13.3%** higher than that of female employees.

## Quartile pay band gender representation

Quartile bands are determined by ranking all staff members from lowest to highest hourly rates, dividing this into four quartiles and determining the percentage of men and women in each of the four parts.



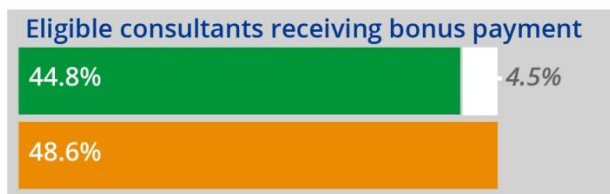
Within the lowest range of pay scales (Q1), the proportions are broadly similar to that of the overall organisation, varying by 1%.

In comparison, within both middle quartiles (Q2 and 3), there are slightly higher proportions of female employees and lower proportions of male employees, with broadly **78%** female and **22%** male employees.

However, within the upper quartile (Q4), there are fewer women compared to the overall Trust proportions, with broadly **60%** female and **40%** male employees. This suggests that the gender pay gap can be partly explained by an underrepresentation of women in the upper quartile band.

## Bonus pay recipients

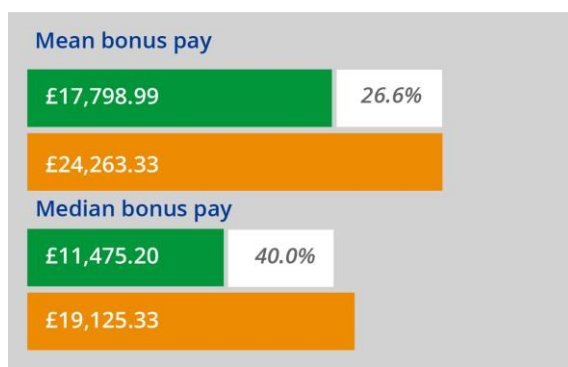
Clinical Excellence Awards (CEAs) are the only bonus payments made within the Trust. CEAs are awarded to medical consultants to recognise clinical excellence at a local level within the Trust and at a national level by the Department of Health.



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 for eligible consultants only, **48.6%** of male consultants receive CEA payment, compared to **44.8%** of female consultants.

## Bonus pay levels



There is a **26.6%** pay gap between male and female consultants' bonus pay. When looking at the median difference, this is higher, with male consultants receiving **40.0%** more bonus pay than female consultants.

Bonus payments are only made to medical consultants who are in substantive posts with more than one year's trust service at the time of the application.

When considering the overall Trust population, **5.8%** of male employees receive bonus payment, while **1.4%** of female employees do. Therefore, **4.4%** more men receive bonus payments compared to women across the Trust.



Imperial College Healthcare NHS Trust recognises the gender pay gaps identified by this report and will take action as a result. This will be conducted as part of the annual equality and diversity report which will incorporate:

1. Exploring the gender differences within each quartile and taking action to redress the balance
2. Further analysis of the data by occupational groups
3. Improving the representation of women in higher paid roles
4. Reviewing the local clinical excellence award process, including what factors are driving the differences in mean and median bonus pay of local and national awards which are made at a set number of different levels.

### 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:** For the purposes of this report, the only relevant bonus pay relates to Clinical Excellence Awards (CEA). 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. While CEA payments are also captured within ordinary pay calculations, in line with NHS Employers guidance, they are additionally included in bonus pay calculations to allow for further analysis.

### 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 are excluded from the Trust's calculations, but counted by the agency providing them. 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.

### References

[Gender pay gap reporting – Government Guide \(2017\)](#)

[Gender pay gap reporting- NHS Employers Guide \(2017\)](#)

[Imperial College Healthcare NHS Trust Annual Equality and Diversity Report \(2017\)](#)