



GENDER PAY GAP 2018/19 ANNUAL REPORT

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 **18.1%** higher than that of female employees. When median calculations are used, the hourly rate of male employees' ordinary pay is **11.6%** higher than that of female employees. There has been a small decrease in the gender pay gap for ordinary pay, compared to the previous year's data.

Considering overall the Trust population, **4.7%** of male employees received a bonus payment compared to **1.6%** 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 **46%** mean gender pay gap and a **75%** 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 **28%** mean pay gap between male and female consultants' CEA pay and a **46%** median pay gap. There have been slight increases in the gender pay gap for bonus pay, compared to previous year's data.

However, recent changes to the local CEA process and analysis on those who have achieved a local CEA for the first time in 2017/18 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.

Actions to address issues identified within the Gender Pay Gap report have been set under the Trust's 2019 Workforce Equality and Diversity Work Programme.

1. 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 2018**. This is the second gender pay gap report the Trust has published, the first can be found [here](#).

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.

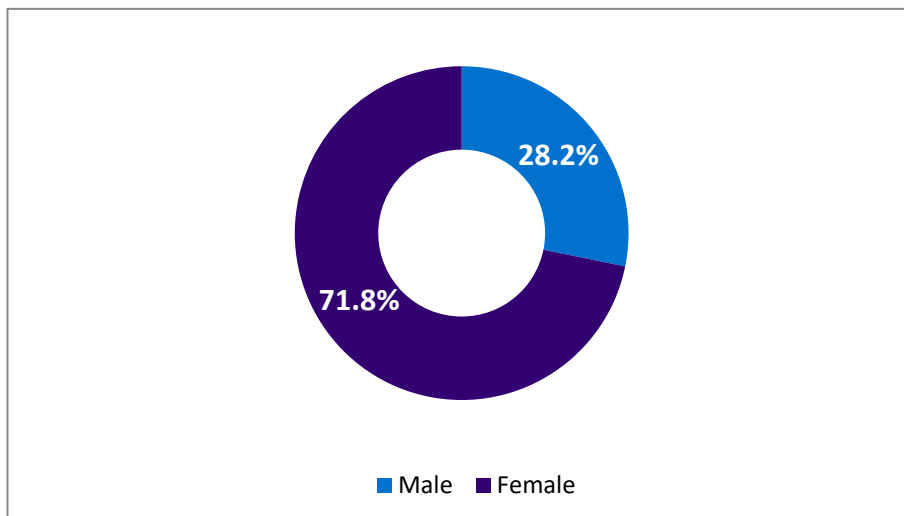
The median pay gap is the difference between the pay of the middle male and the middle female, when all male employees and then all female employees are listed from the highest to the lowest paid.

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.

Please see Appendix 1 for further definitions and inclusion criteria.

2. Trust Gender Mix

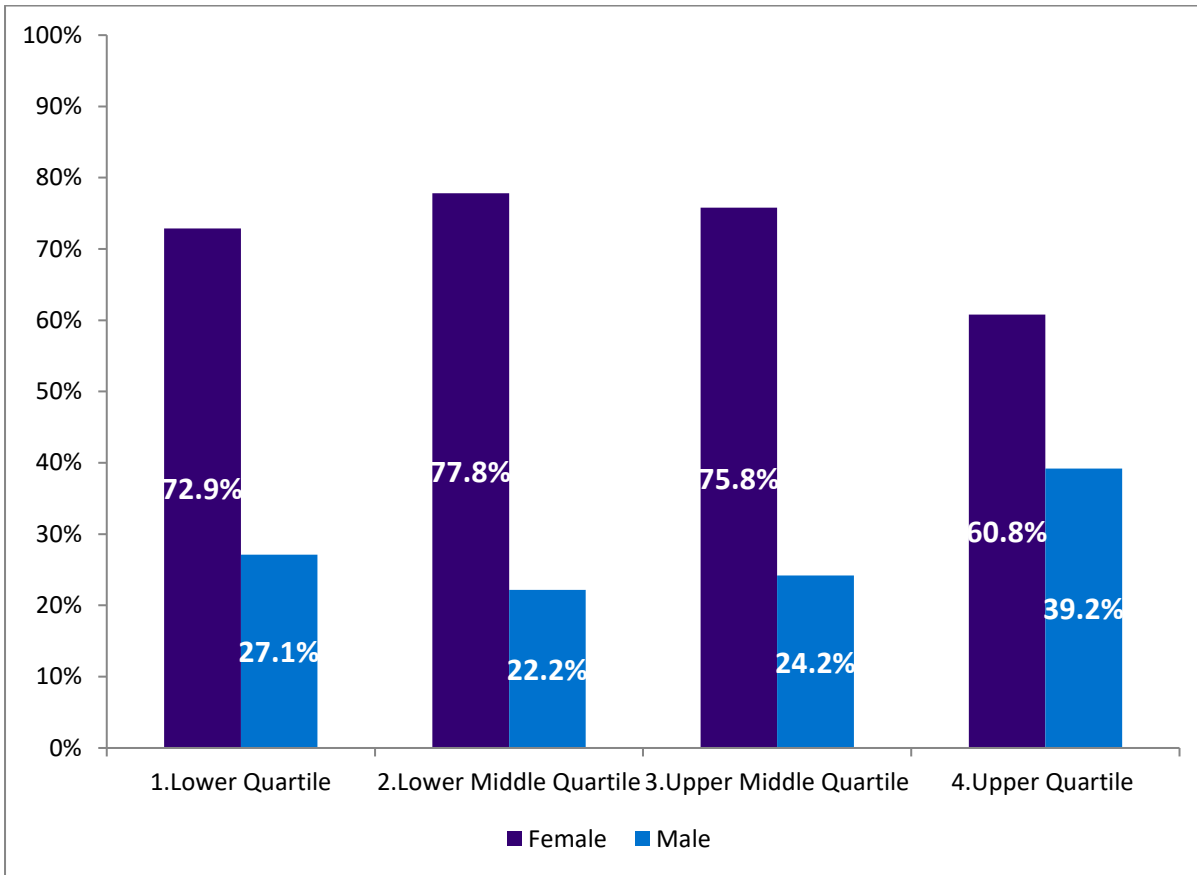
Overall, **72%** (9,286) of Trust employees are female, while **28%** (3,655) are male. These percentages relate to the 12,941 staff included for the purposes of this calculation.



3. 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



Within quartile 1, the proportions are highly similar to that of the overall organisation, varying by 1%.

In comparison, within the middle quartiles, there are slightly higher proportions of female employees and lower proportions of male employees, with broadly **78%** female and **22%** male employees in quartile 2 and **76%** female and **24%** male employees in quartile 3.

However, within quartile 4, there are fewer women compared to the overall Trust proportions, with broadly **61%** female and **39%** male employees. This suggests that the gender pay gap can be partly explained by an underrepresentation of women in the upper quartile band.

The proportions of male and female employees in each quartile are very similar to the figures from 2017/18:

Quartile 1: The proportion of female employees has decreased by around 1%

Quartile 2: There has been a less than 1% change

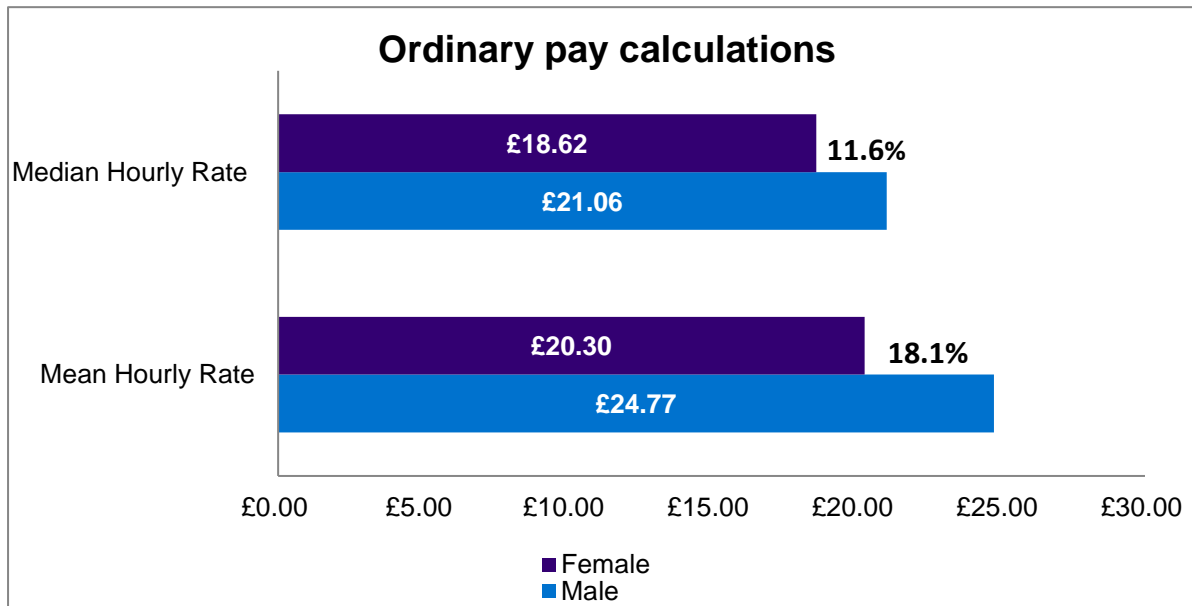
Quartile 3: The proportion of female employees has decreased by around 2%

Quartile 4: The proportion of female employees in the upper quartile has increased by 1%

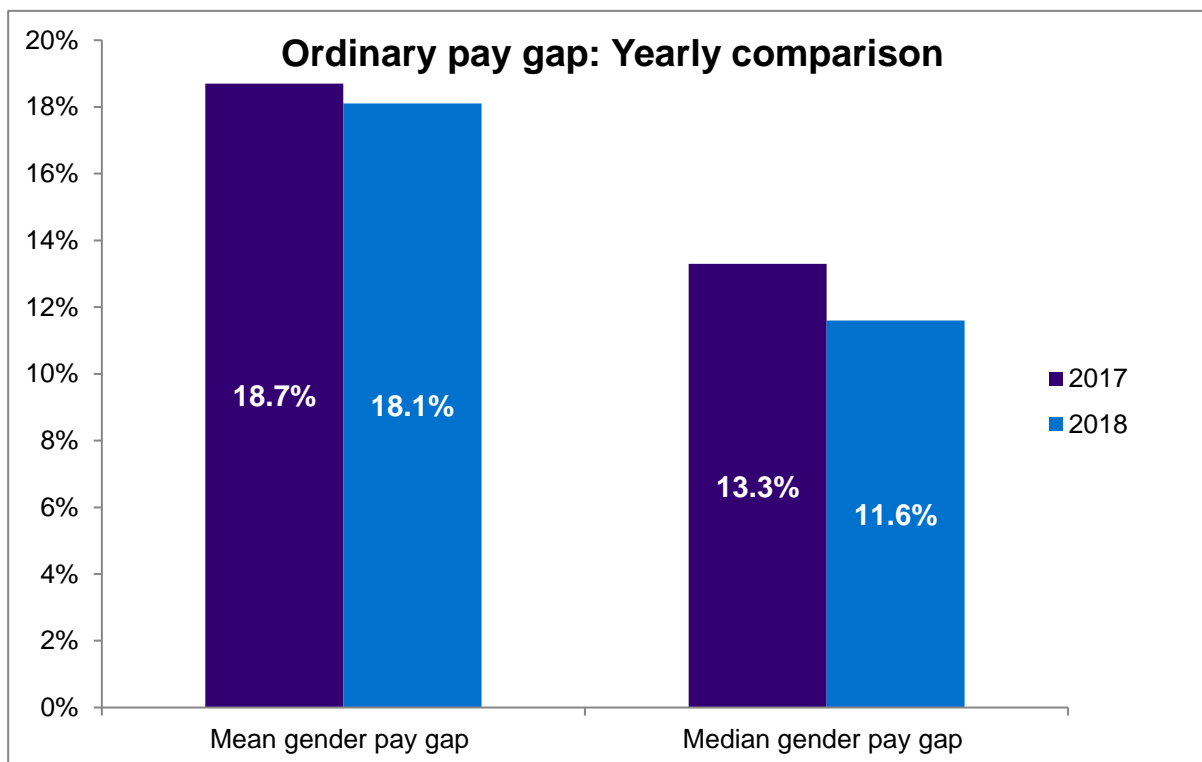
4. Ordinary Pay

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 2018, the mean hourly rate of male employees was **18.1%** higher than that of female employees and the median hourly rate of male employees was **11.6%** higher than that of female employees.



The graph below demonstrates that there have been small reductions in the mean and median ordinary pay gaps, compared to last year's calculations:



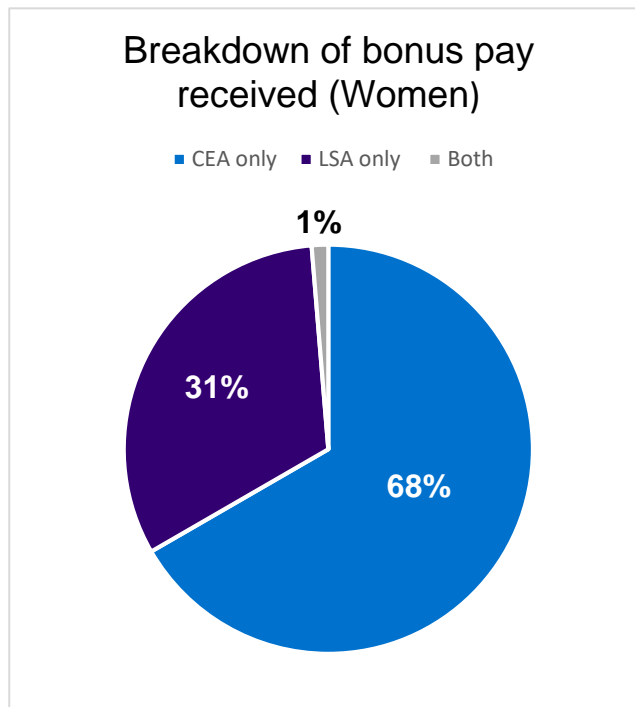
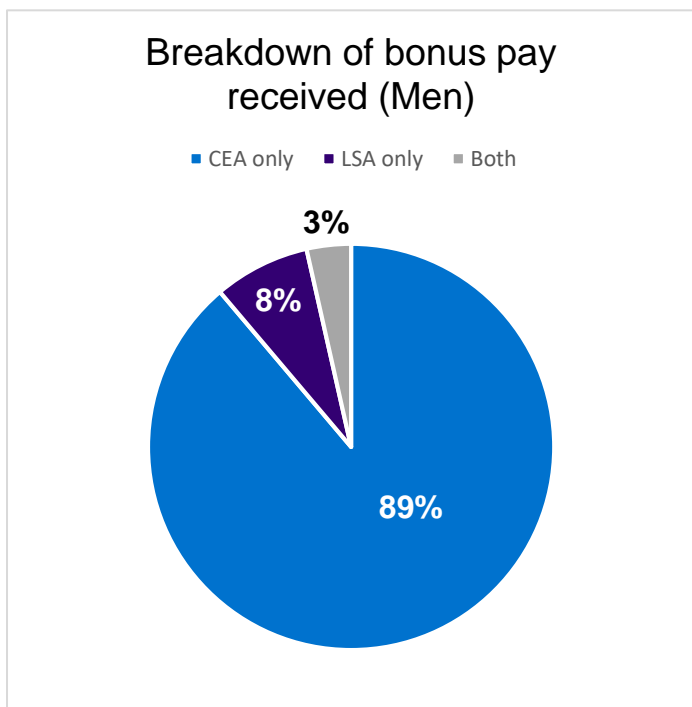
5. Bonus Pay

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 2018. 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.

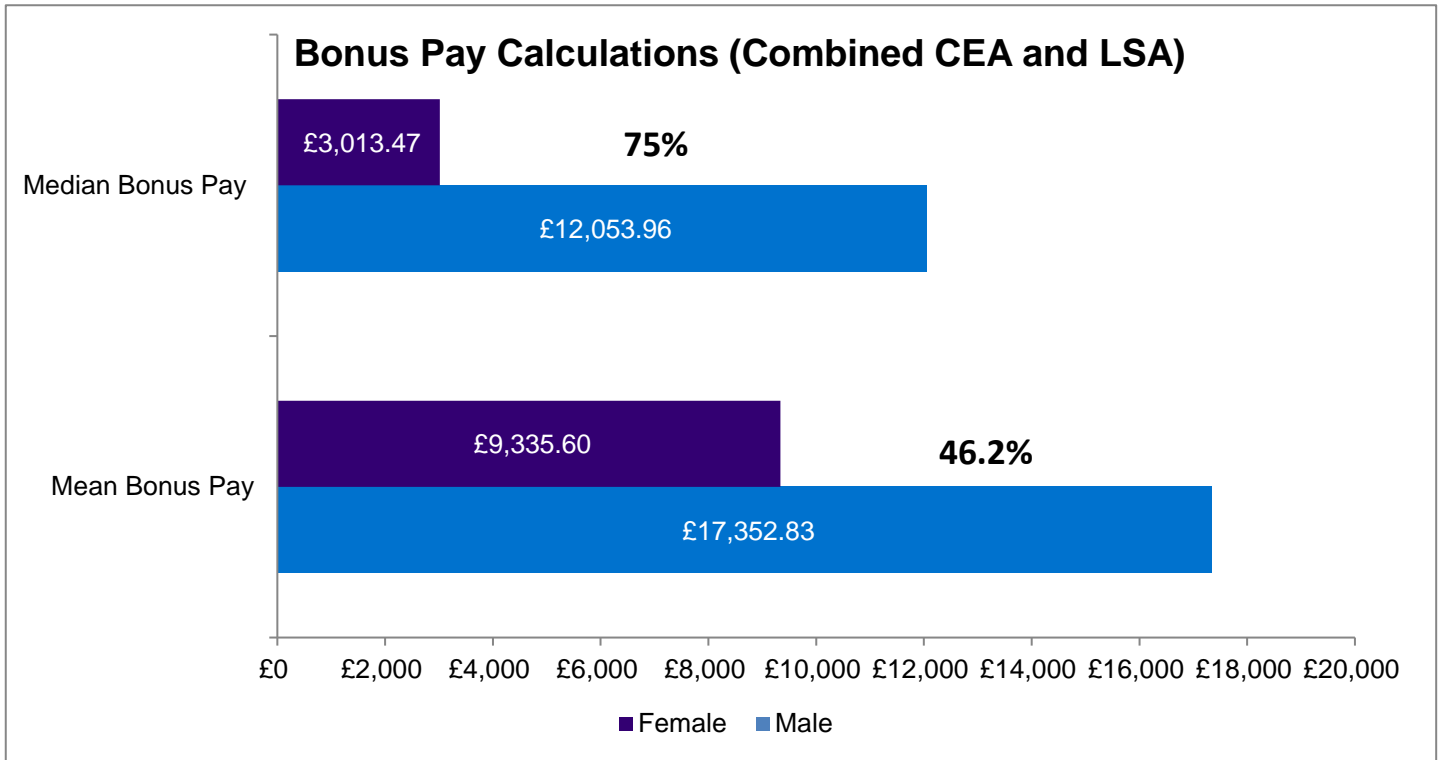
5.1 Overall calculations

When considering the overall Trust gender populations, **4.7%** of male employees receive a bonus payment, while **1.6%** of female employees do. Therefore, **3.1%** 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 170 male and 151 female employees who received a form of bonus payment over the relevant period. Within this group, there were 8 Consultants who received both a CEA and LSA. For the purposes of the overall bonus calculations, both types of bonus payment made to these individuals 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 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 £16,664.59).

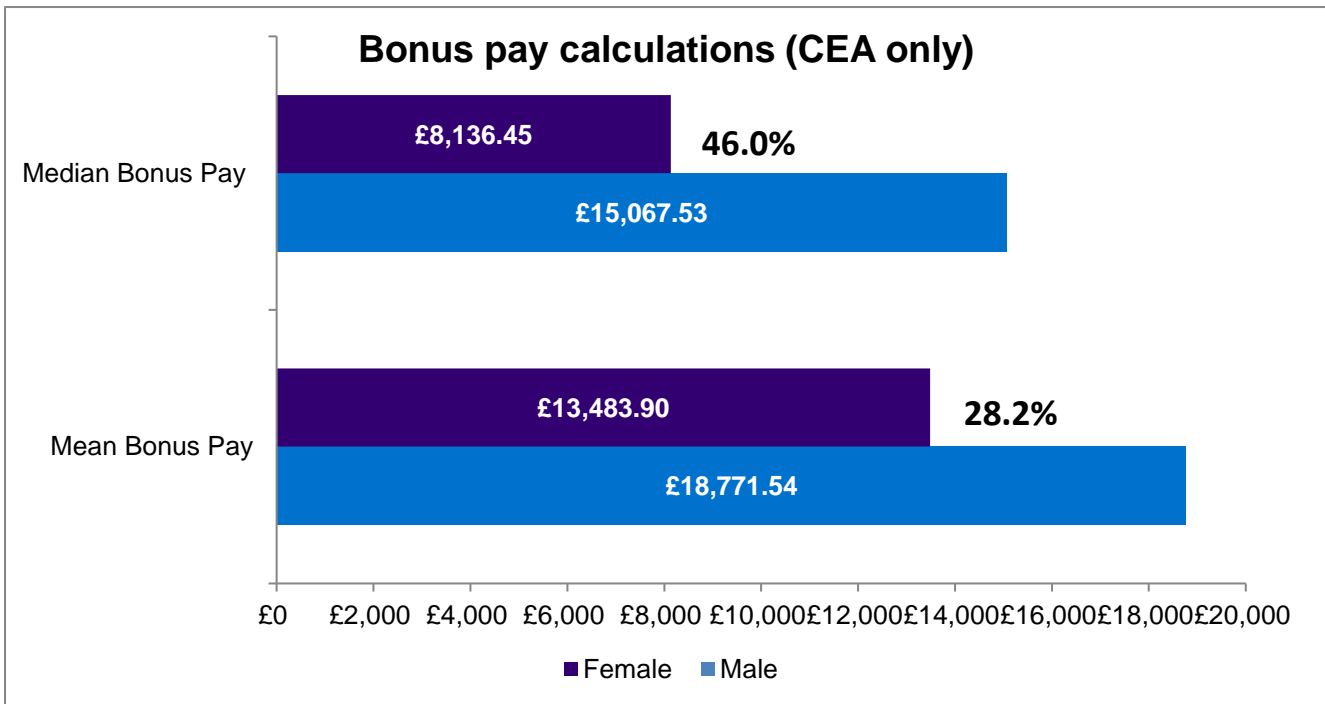


5.2 Clinical Excellence Awards (CEAs)

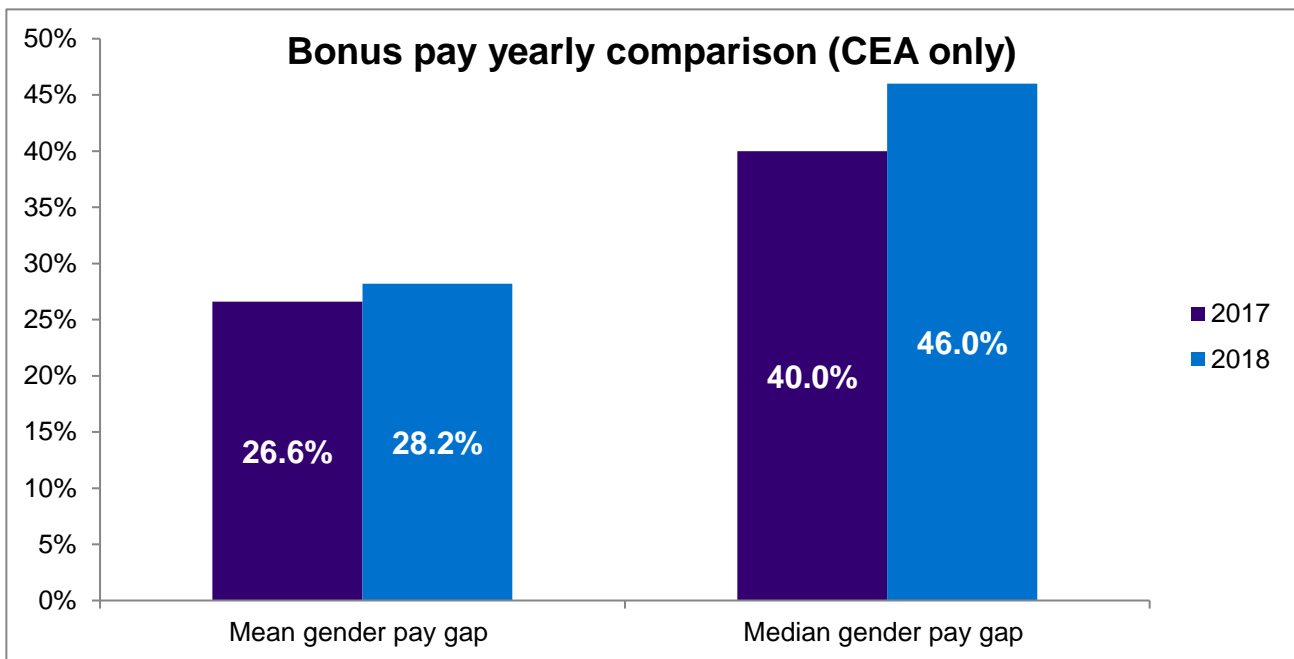
The CEA scheme is intended to recognise and reward those Consultants who contribute most towards the delivery of safe and high quality care to patients and to the continuous improvement of NHS services. For the previous year's gender pay gap report, CEAs were the only relevant bonus pay considered, therefore, yearly comparisons are provided.

When considering proportions of CEAs awarded out of the population of eligible consultants only, **39%** of male consultants received a CEA payment, compared to **32%** of female consultants. Both proportions have decreased compared to the previous year's calculations, where **49%** of male consultants received CEA payment, compared to **45%** of 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 **28.2%** mean pay gap between male and female consultants' CEA pay. When looking at the median difference, this is higher, with male consultants receiving **46.0%** more bonus pay than female consultants.



The below demonstrates that the mean and median bonus pay gaps have increased compared to last year.



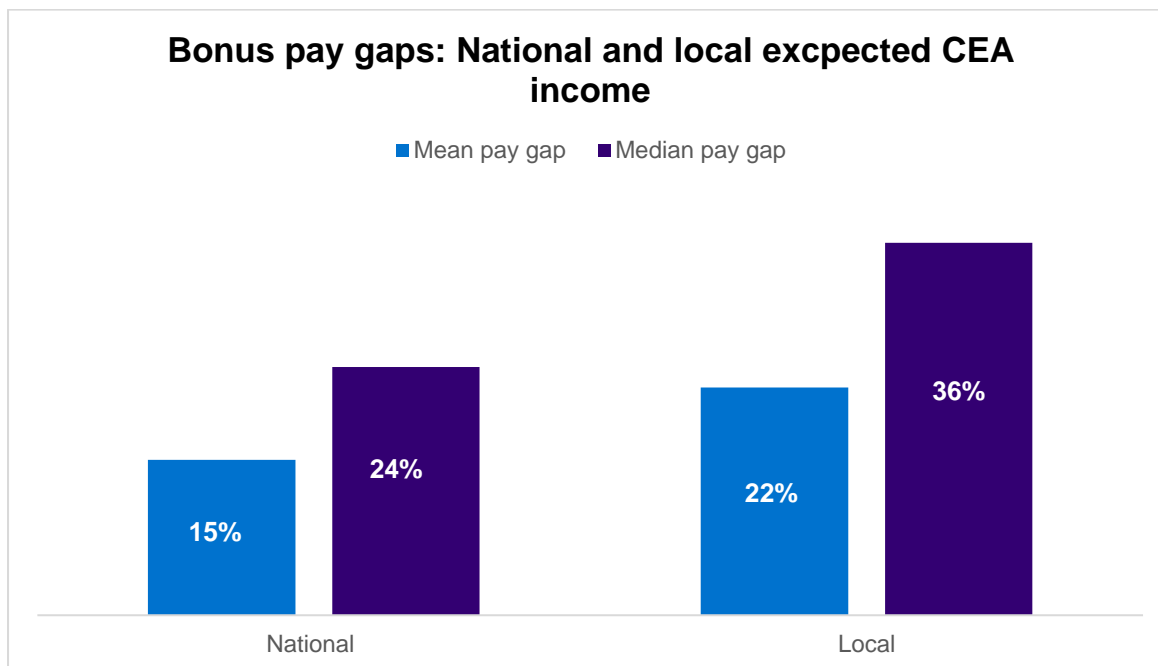
5.3 CEA Additional Analysis

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.

In order to better understand what is driving the bonus pay gap in CEA payments, bonus pay gap analysis has been conducted on the total expected amounts of bonus pay to be awarded to Consultants for the financial year nationally and locally. Please note that this data does not account for changes in payments that arise, for example, when recipients leave the Trust.

For nationally awarded CEAs, there were 22 male recipients and 9 female recipients. For locally awarded CEAs, there were 145 male recipients and 104 female recipients.

The below demonstrates the breakdown in bonus pay gap calculations when national and local CEA payments are considered separately.



The decision to award CEA bonus payments to individuals may have been made in previous CEA round years. In contrast to the overall calculations, when the bonus pay calculations are conducted on expected bonus income amounts for Consultants who were first awarded a local CEA in the 2017/18 award round only, women receive **12%** more bonus pay than men, and there is no difference in the median pay received.

While the impact of this is not reflected in the overall CEA bonus pay gap due to the previously awarded local CEAs, that consultants are still in receipt of, and the nationally awarded CEAs, this suggests a positive trend going forward in reducing the gender pay gap for bonus pay.

Furthermore, new arrangements to local CEA awards (brought in from April 2018) seek to reward consultants for providing high-quality standards of service to patients, rather than acting as a discretionary incremental payment which was linked to consultants' historical rather than current performance, which should have a positive impact going forward.

5.3 Long Service Awards

LSAs are awarded to staff who have completed 20 years of service at the Trust. Recipients are awarded a gift 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 68 recipients of a LSA, **28%** were male and **72%** recipients were female, which is representative of the overall organisational gender mix.

6. Actions

Imperial College Healthcare NHS Trust recognises the gender pay gaps identified by this report and is taking action as a result.

Following the publication of the 2017/18 report, further analysis was conducted into occupational groups and within Agenda for Change pay bands to better understand factors driving the gender pay gap.

There was also a review into the local CEA 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.

Actions have been set under the Trust's 2019 Workforce Equality and Diversity Work Programme, with the aim to improve female workforce representation at Band 8A+ and to further analyse and address factors driving the pay gap within the local CEA process.

7. References

- Gender pay gap reporting: Capsticks/ NHS Employers Briefing note on bonus pay and allowances (2019)
- Gender pay gap reporting – Government Guide (2019)
- Gender pay gap reporting- NHS Employers Guide (2019)
- Imperial College Healthcare NHS Trust Annual Equality and Diversity Report (2017/18)

Appendix 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 2017/18, 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.