

Gender Pay

Camden & Islington NHS Foundation Trust

Camden & Islington NHS Foundation Trust's approach to pay supports the fair treatment, reward and recognition of all staff irrespective of gender. The NHS terms and conditions of service handbook contain the national agreements on pay and conditions of service for NHS staff other than very senior managers and medical staff.

Pay scales vary according to the level of responsibility for a role. Job roles in the trust are divided into bands and assigned a grade on the pay scale as appropriate. Each grade has a set pay range with spine points in between grades. Employees have traditionally moved through the pay range within their band based on annual incremental dates (however in line with Agenda for Change this approach will be replaced in due course as part of the nationally agreed pay deal).

The gender pay gap reporting for the trust includes all full-pay relevant employees, including hosted Trainee Clinical Psychologists, who were employed by the trust on the snapshot date of 31st of March 2018 and were paid their usual full basic pay during the relevant pay period (1st – 31st of March 2018).

On 31st March 2018, the gender split within the overall workforce was 71% Female and 29% Male. The trust has a higher percentage of females at the lower and middle quartiles. These tend to be roles within Band 2 – 7. The reverse in terms of males being in the upper middle is due to the fact there we have more males in senior management and consultant roles.

Table 1. All Trust Staff - Overall Mean vs. Median average hourly rate

31 st March 2018	Mean Average Hourly Rate	Median Average Hourly Rate
	14.4% difference	10.1% difference
	Mean Average Bonus Payment	Median Average Bonus Payment
	49.2% difference	-3.6% difference

This means, on an average hourly pay rate, male employees are paid £21.98 per hour compared to £18.82 for female employees.

When comparing the above gender pay gap report against what was reported on 31 March 2017, there has been a 2.4% increase in pay gap in favour of male employees. This is mainly due to there being a higher proportion of male employees in higher banded Agenda for Change, medial consultants and Very Senior Manager roles (VSM).

Additionally the trust is required to report the bonus gap at the time of publishing. The only bonus payments made by the Trust are to eligible Medical Consultants who apply for the Clinical Excellence Awards (CEAs) which can be awarded nationally or locally. Currently 3.1% of male employees in the total workforce (17 / 548) are paid a CEA and 0.8% of female employees in the total workforce (11 / 1,344).

For those employees granted a CEA, the proportion of males receiving a bonus payment compared to females is given in the table below. This is compared to the gender distribution of Medical Consultants for the Trust.

Eradicating the Gender Pay Gap

The trust will ensure that gender equality form a strong part of 'Our Staff First' and our longer term people strategy. We will review our recruitment processes, focus on how to attract women into senior roles within the trust and ensure that all interviewers have undergone unconscious bias training.

We will continuously ensure that women within management roles have the opportunity and ability to progress their careers within the trust through talent management and on-going personal development.

For and on behalf of Camden and Islington NHS Foundation Trust.

Angela McNab
Chief Executive.