

Gender Pay Gap Report

Camden & Islington NHS Foundation Trust

Contents

- I. What is the Gender Pay Gap Report?
- II. Who is included and excluded in this report?
- III. The Gender Pay Gap Indicators
- IV. Camden & Islington NHS Foundation Trust Workforce
- V. Gender Pay Gap Data 31st of March 2018
- VI. Summary of results and initial assessment of implications/actions
- VII. Glossary of Terms
- VIII. Further Resources

I. What is the Gender Pay Gap Report

From 2017, employers with 250 or more employees must now publish statutory calculations every year showing how large the pay gap is between their male and female employees. There are two sets of regulations. The first is mainly for the private and voluntary sectors (taking effect from 5 April 2017) and the second is mainly for the public sector (taking effect from 31 March 2017). For NHS Trusts this means providing a 'snapshot' of ordinary pay differences on 31st March 2018 and bonus payments made during the year.

The results must be published on the [employer's website](#) and a government website. They must, where applicable, be confirmed in a written statement by an appropriate person, such as a chief executive. While employers may already be taking steps to improve gender equality and reduce or eliminate their gender pay gap, this process will support and encourage action.

Gender pay reporting is **different to equal pay**; equal pay deals with the pay differences between men and women who carry out the same jobs, similar jobs or work of equal value. It is unlawful to pay people unequally because they are a man or a woman.

The gender pay gap shows the **difference in the average pay** between all men and women in a workforce. If a workforce has a particularly high gender pay gap, this can indicate there may be a number of issues to deal with, and the individual calculations may help to identify what those issues are.

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.

Job evaluation enables jobs to be matched to national job profiles or allows trusts to evaluate jobs locally, to determine in which Agenda for Change pay band a post should sit.

II. Who is included/excluded in this report

This report 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)

Any employees who were paid less than their usual basic pay, or nil, during the relevant pay period as a result of being on leave, are excluded from the pay calculations.

The report does not include NHS Professionals bank staff or agency workers as these will be captured in the reports of the organisations that are deemed to be their employer.

III. The Gender Pay Gap Indicators

The Trust must publish six calculations showing:

- I. Average gender pay gap as a **mean** average
- II. Average gender pay gap as a **median** average
- III. Average **bonus** gender pay gap as a **mean** average
- IV. Average **bonus** gender pay gap as a **median** average
- V. Proportion of males receiving a bonus payment and proportion of females receiving a bonus payment
- VI. Proportion of males and females when divided into four groups ordered from lowest to highest pay

IV. Camden & Islington NHS Foundation Trust Workforce

On 31st March 2018, the gender split within the overall workforce was **71% Female** and **29% Male**.

Table 1 Proportion of male and females in each AfC banding

AfC Band	Band 2	Band 3	Band 4	Band 5	Band 6	Band 7	Band 8A	Band 8B	Band 8C	Band 8D	Band 9
Female %	71%	70%	72%	68%	78%	73%	78%	53%	64%	30%	33%
Male %	29%	30%	28%	32%	22%	27%	22%	47%	36%	70%	67%
Female	84	84	162	160	488	157	87	32	9	6	1
Male	34	36	62	77	136	59	24	28	5	14	2

Table 2 Proportion of male and females in Medical roles

Medical	Medical Training	Other Medical	Consultant
Female %	60%	77%	39%
Male %	40%	23%	61%
Female	33	10	24
Male	22	3	38

Table 3 Proportion of male and females in Trust Board

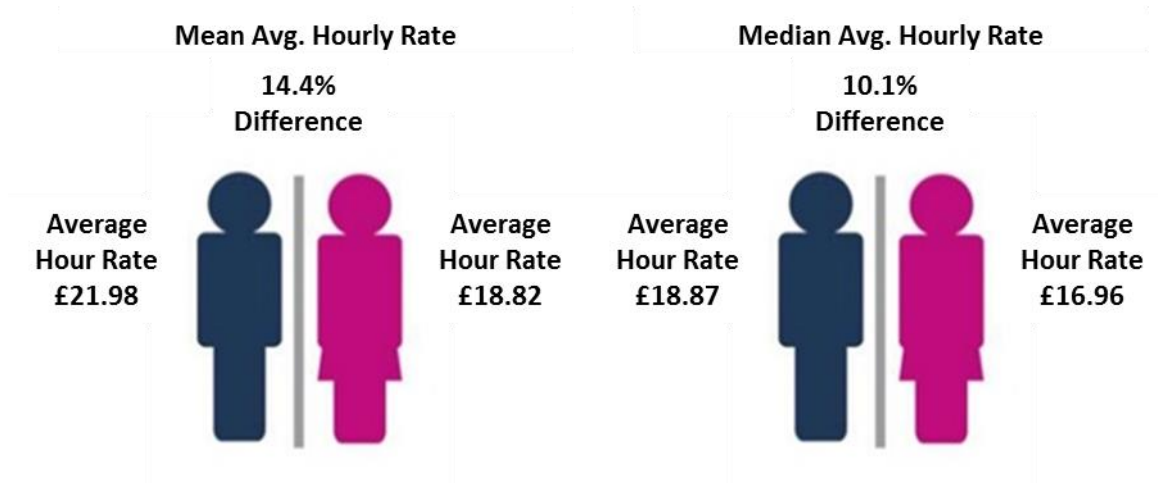
Trust Board	VSM
Female %	36%
Male %	64%
Female	4
Male	7

Table 4 Proportion of male and females in staff group

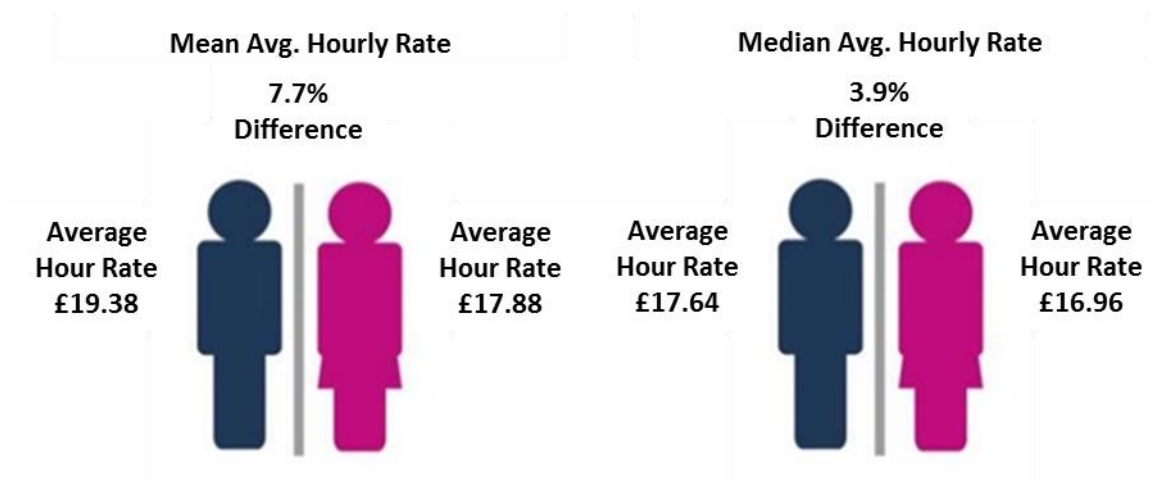
Staff Group	Medical and Dental	Add Prof Scientific and Technic	A & C	AHP	Nursing and Midwifery Registered	Additional Clinical Services	Estates and Ancillary
Female %	52%	77%	62%	88.5%	63%	80%	67%
Male %	48%	23%	38%	11.5%	37%	20%	33%
Female	67	216	195	46	252	565	2
Male	63	66	119	6	151	142	1

V. Trust Gender Pay Gap Data 31st March 2018

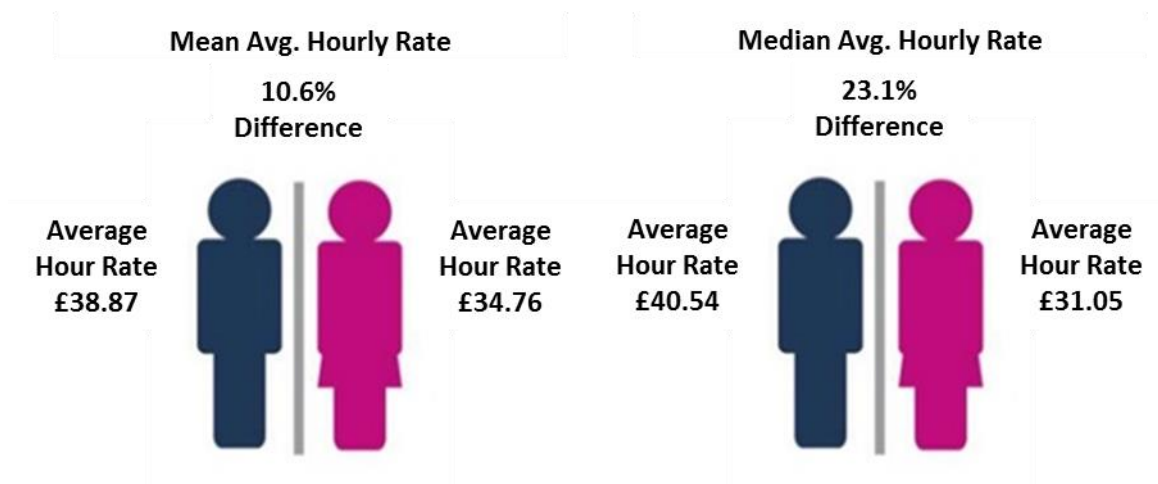
1. All Trust Staff - Overall Mean vs. Median average hourly rate



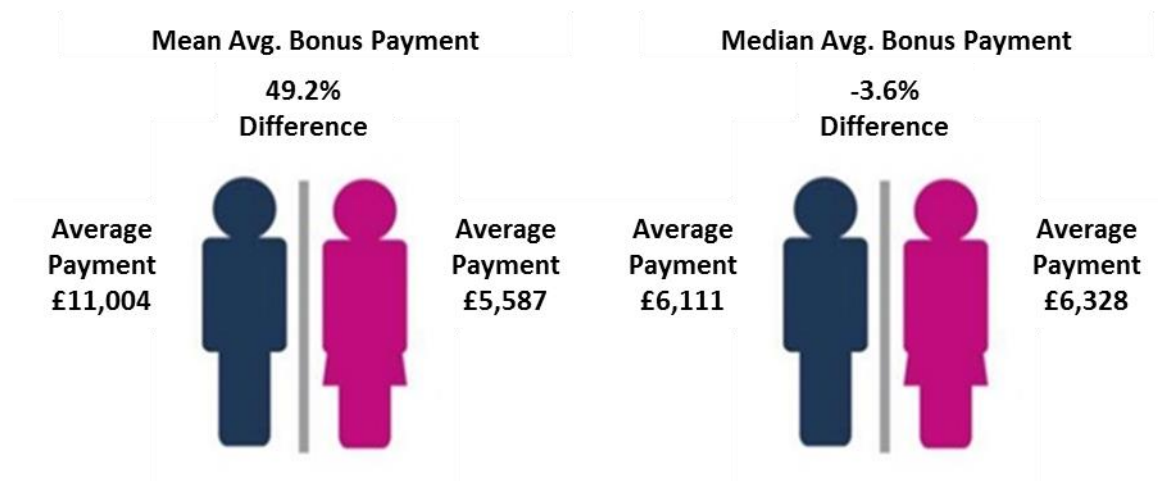
2. Agenda for Change Staff - Overall Mean vs. Median average hourly rate



3. Medical Staff - Overall Mean vs. Median average hourly rate



4. Bonus (Clinical Excellence Awards) Mean vs. Median average payment



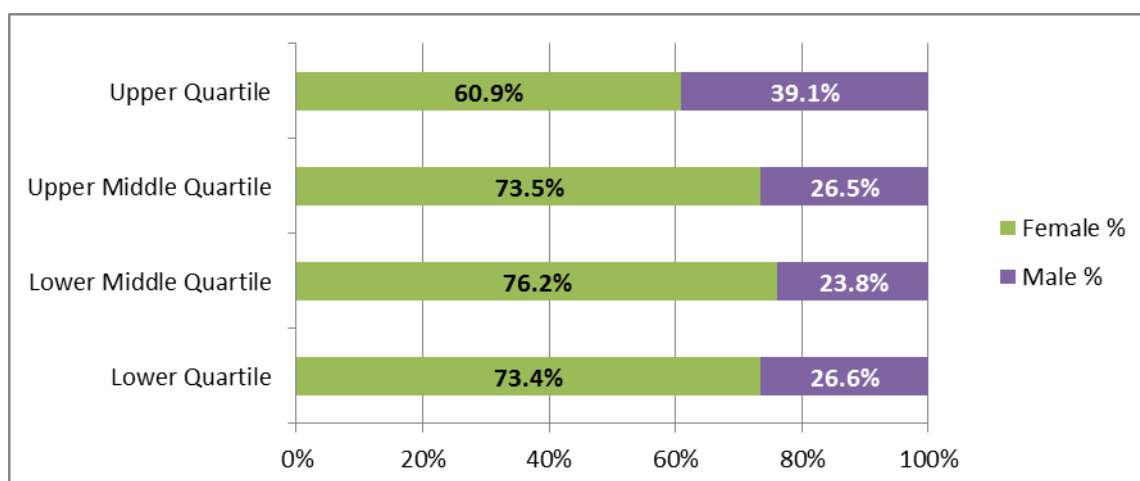
5. Bonus Pay by Gender Distribution

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 are paid a CEA (17/548) and 0.8% of female employees in the total workforce (11/1344).

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.

	Male Consultant receiving bonus	Male Consultant staff overall	Difference	Female receiving bonus	Female staff overall	Difference
Proportion (%)	45%	61%	-1%	46%	39%	1%
Headcount	17	38	6	11	24	-6

6. Gender pay by quartile groups (Lower to Upper Quartile)



VI. Summary of results and initial assessment of implications/actions

Metric	Analysis	Implications/Actions
Mean average ordinary pay gap	Females receive 14.4% less than Males, an 2.4% increase from 2017. This is mainly due to there being a higher proportion of males in higher banded Agenda for Change (AfC), medical consultant and very senior manager (VSM) roles. When all medical and VSM roles are removed, females receive 7.7% less than males.	Further granular analysis of AfC 8D level and above, VSM and Consultant roles required to understand issue.
Median average ordinary pay gap	There is a 10.1% difference in pay in favour of men, an increase of 2.3% from 2017. When all medical and VSM roles are removed, the pay gap for those employed under AfC terms and conditions falls to just 3.9%.	
Gender 'bonus' pay gap as a mean average	Females receive 49.2% less in Clinical Excellence Awards. This is an increase of 2.6% from 2017	Analysis of CEA's awarded over the last 3 years indicates a gender balance.
Gender 'bonus' pay gap as a median average	Females receive 3.6% more in Clinical Excellence Awards. This is an increase of 3.6% from 2017	Continued support and encouragement in applications from female consultants, particularly those that are part time. CPD sessions provided for all consultants on how to apply CEA award. Revised CEA Policy introduced in 2018 to reflect national changes to the scheme and to highlight how to improve their CEA applications.
Bonus' pay by gender distribution	3.1% of males received bonus pay compared to just 0.8% of females (as a proportion of total workforce) 1% more females received CEA's when compared to the proportion of males receiving CEA's.	
Gender pay by four groups ordered from lowest to highest pay	Upper Quartile pay group comprises 39.1% men although they represent 29% of the workforce This is an increase of 2.5% from 2017. Men noticeably overrepresented in AfC Band 8D level and above as well as in Consultant and VSM roles.	Further granular analysis of roles and staff groups. Findings will be addressed via the Trust talent management strategy.
Overall	Trust to review new government guidance on how to understand your organisations pay gap. 31st of March 2019 "Snapshot" Gender Pay Gap Report to be re-produced by Workforce Intelligence in Q1 2019-20. Undertake granular analysis and engage with the Trust's Equality and Diversity Lead to further understand underlying issues and potential interventions. Plans in place to establish a "womans" network within Trust. Paper to the Trust Equality and Diversity and Workforce Committees once complete setting out further interventions.	

VII. Glossary of Terms

Term	Explanation
Mean	The average calculated by adding together all the data points in a set divided by the count of data points.
Median	The average calculated by sorting the data points in a set from lowest to highest, the middle number is the median.
Relevant Full Paid Employee	Any employee who is employed on the snapshot date and is paid their usual basic pay (includes full and part time staff). It excludes anyone that received a reduced salary due to leave (such as going on to nil or half pay due to maternity leave or sick leave).
Snapshot date	This is the key date that many of the details needed to carry out the gender pay gap details will come from.
Ordinary Pay	Includes basic pay, allowances, pay for piecework, pay for leave and shift enhancements. It does not include pay related to overtime, redundancy or termination of employment, pay in lieu of annual leave or pay which is not money. The figures are gross pay amounts after any salary sacrifice has been deducted.
Hourly Pay	This is calculated by adding the bonus pay to the ordinary pay and dividing by the working hours.
Salary Sacrifice	This is an agreement between an employer and an employee to change the terms and conditions of employment to reduce an employee's salary in exchange for some form of non-cash payments. This includes childcare vouchers, cycle to work scheme and the technology scheme.
Bonuses	They include anything that relates to profit sharing, productivity, performance, incentive and commission. The only relevant bonuses are Discretionary Points and Clinical Excellence Awards (see below for details).
Discretionary Points / Clinical Excellence Awards	This refers to two awards processes that eligible consultants may apply for each year, the awards are given in recognition of quality, excellence and exceptional personal contributions. There is a local employer based awards which cover Levels 1 – 9 and national awards levels 9 – 12. The financial amounts for each award are laid out in the Medical & Dental Pay circular. The awards process is overseen by the ACCEA. The Trust has classified these awards as a bonus because whilst the award amount is split evenly per month, they are subject to review and can be removed.

VIII. Further Resources

1. [Camden & Islington NHS Foundation Trust 31st March 2017 Gender Pay Gap Report](#)
2. [Eight ways to understand your organisation's gender pay gap](#)
3. [ACAS Gender pay gap reporting guidance](#)
4. [Gender pay gap: Closing it together](#)
5. [Gender Pay Gap Reporting – GOV.UK](#)