

Clinical Excellence Awards 2018 – Gender Pay Gap

As at 31st March 2018, the number of men in the Trust receiving bonus pay is 60 out of a total of 963 which is 6.23% of the male workforce compared with 19 women out of a total of 3,913 which is 0.49% of the female workforce. The staff in receipt of bonus pay are consultants that are in receipt of Clinical Excellence Awards.

Consultants are required to be in a substantive role and have completed a years' service at the beginning of the year they are making the application for an award. Therefore if they are making an application for an award that is payable from 1st April 2018 they are required to have been in a substantive Consultant post for a year as at 1st April 2017.

For the Clinical Excellence Award round in 2018, 10 applications for Clinical Excellence Awards were received from females and 8 obtained an award which equates to 80% of applications being successful, compared with 21 applications being received from men, where 13 were successful, equating to 62%.

For this awards round the consultant representation of the committee comprised of 5 women and 6 men.

The value of a Clinical Excellence Award is £3,016 and consultants can apply annually for a Clinical Excellence Award. Consultants can receive up to a maximum of 9 awards that are awarded locally, this is known as level 9. However, where consultants are in receipt of seven awards or more then the value of each award between level 7 and level 9 doubles, the value is £6,032 for each award.

The table below shows the age of both male and female consultants in the role of consultant as at 31st March 2018 this demonstrates that more male consultants have longer service as a consultant than female consultants, therefore male consultants are more likely than female consultants to be in receipt of Clinical Excellence Awards at a higher level.

Job Title	Age Group	Male Headcount	Female Headcount
Consultant	31 - 35	1	2
	36 - 40	10	8
	41 - 45	25	9
	46 - 50	26	9
	51 - 55	25	12
	56 - 60	16	4
	61 - 65	9	1
	66 - 70	5	0
Total		117	45

Appendix 1

In 2018, 9 male consultants are in receipt of local awards between level 7 and level 9 whereas 1 female consultant is in receipt of an award at that level.

Consultants can also apply for National Clinical Excellence Award at Level 9, 10, 11 and 12.

In 2018, 1 male consultant is in receipt of a national award at level 9 (bronze) and 1 female is in receipt of an award at level 11 (Gold).

The Trust continues to encourage all eligible consultants, male or female, to apply for Clinical Excellence Awards.