

# Gender Pay Report

Snapshot date: 31 March 2017

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**Equal Pay is being paid equally for the same/similar work**

**Pay Gap is the difference in the average pay between two groups**

## 1. Introduction

All organisations within the United Kingdom with more than 250 employees have been required since April 2017 to publish details of their gender pay gap. The specific requirements of the Equality Act 2010 Act (Gender Pay Gap Regulations) 2017 are to publish information for the six specific measures detailed in this report.

NHS England was established on 1 April 2013 from 162 predecessor organisations: Strategic Health Authorities (SHAs); Primary Care Trusts (PCTs) and the Department of Health. As a result of TUPE transfers, NHS England has a number of pay protection arrangements in place.

Employees work from bases across England with the main hubs being London and Leeds. Like other NHS staff, employees based in London receive supplements to reflect higher costs.

As at the 31 March 2017, the organisation had 5,445 employees, 5,226 of which were in receipt of full pay. The organisation is predominately female, making up 68.58% of the workforce receiving full pay.

### Remuneration Policy

92% of NHS England employees are on NHS Agenda for Change (AfC) pay grades ranging from Band 2 to Band 9. The AfC job evaluation system allocates posts, in accordance with responsibility to set pay bands. As employees successfully develop their skills and knowledge they progress in annual increments up to the maximum of their pay band. The framework for the remuneration of senior managers and directors is set by the Department of Health and Social Care through the Executive and Senior Managers (ESM) pay framework for arm's length bodies. 4.5% of NHS England employees are engaged as ESM's with a further 2.5% of employees on Medical pay scales. Employees are governed by HM Treasury's pay remit and are subject to current public sector pay rules and pay restraint.

## 2. What is our gender pay gap?

Based on the Government's methodology, as of a year ago (March 2017), we had a mean gender pay gap of 21.2% calculated as the percentage difference between the average hourly salary for men and the average hourly salary for women. The median gender pay gap of 21.5% is calculated as the percentage difference between the mid-point hourly salary for men and the mid-point hourly salary for women.

However, this is **not** the same as saying women and men are being paid differently for doing the same job (which would be an equal pay issue).

Furthermore, while 51% of the population of England are female, 55% of NHS England staff in the upper quartile of employees (in terms of pay) are women. So reducing our gender pay gap as defined by the Government implies either increasing the proportion of men in lower grades or increasing beyond 55% the proportion of women occupying the most senior roles.

### 3. What is our bonus gender pay gap?

NHS England does not have a bonus gender pay gap. Since its inception, NHS England has not paid bonuses to its employees, even though there has been an option, for senior managers and directors in the terms and conditions and as part of Executive and Senior Managers pay arrangements. There is no scope for bonus payments within the Agenda for Change terms and conditions of service.

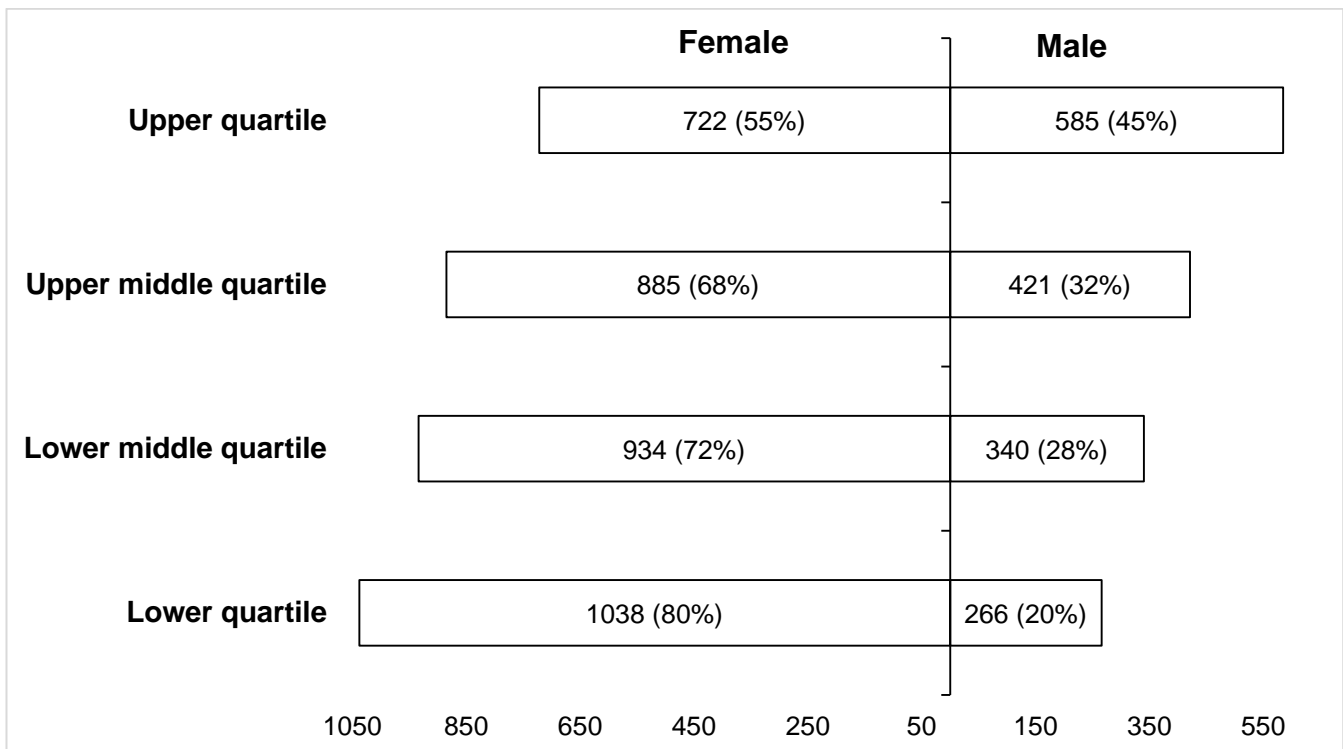
We honour Clinical Excellence Awards (CEAs) payments. Data analysed for CEAs is based on 12 clinical employees in receipt of CEAs, 10 of whom are male and 2 female. These CEAs have been awarded by previous NHS employers and have been protected in order to attract and retain skills and expertise.

The proportions of male and female employees paid a CEA are:

Male	0.19%
Female	0.04%

Mean gender pay gap for CEAs is 51.4%, and;  
Median gender pay gap for CEAs is 41.7%.

### 4. What proportion of males and females are in each pay quartile?



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51% of the population of England are women, and 55% of NHS England's upper quartile senior staff are women. However, 79.6% of employees in the lower quartile are female. This demonstrates that a significant driver for the pay gap is a consequence of having a lower proportion of men in lower pay bands relative to their share of the population.

NHS England has nine Non-Executive Directors, four of whom are women. However, 85% of NHS England's 20 National Clinical Directors are men.

### **5. Addressing the gender pay gap**

#### **Recruitment and Remuneration**

We will use data to explore progression rates, better understand the drivers of the pay gap, and to develop our pay strategy using analysis of new starter data to ensure salary decisions on appointment, meet our equality and diversity standards. We will review how we attract more women into roles such as National Clinical Directors which are currently mostly male.

#### **Flexible Working**

NHS England has a flexible working policy, which will be refreshed as an opportunity to influence organisational culture and thinking. Flexible working opportunities will be actively promoted to existing and prospective employees. Plus, we will promote and encourage the take up of shared parental leave.

#### **Coaching and Mentoring**

We will expand the number of interventions on offer to support the talent development of women in the workplace, including targeted mentoring and coaching programmes. NHS England will build talent plans at a regional and national level to tackle occupational segregation, fully reflecting our commitment to address gender representation across the organisation.

Our women's staff network in partnership with other NHS England staff networks will assist in the shaping and delivery of our projects to improve experience and achieve our goals.