

## NHS Blood and Transplant (NHSBT) Gender Pay Gap – Snapshot date 31<sup>st</sup> March 2018

### About us

NHSBT is a Special Health Authority responsible for ‘saving and improving lives’ by providing a safe, reliable and efficient supply of blood components, stem cells and diagnostic services to health care providers in England and source organs and tissues across the UK.

We are bound by the NHS Terms and Conditions of Service handbook that contains the national agreement on pay and conditions of service for all NHS employees, other than very senior managers and medical staff.

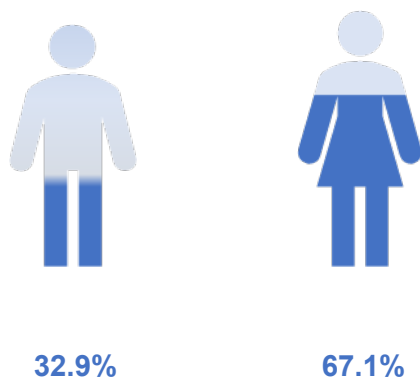
We use the NHS Employers Job Evaluation scheme to match posts to national profiles to determine employee pay bands.

In 2017 the Government introduced legislation that made it statutory for organisations with 250 or more employees to report annually on their gender pay gap.

Since 2017 we have seen an improvement in NHSBT’s gender pay gap with a significant reduction (11.6%) in the average (mean) bonus payments when comparing men to women. Whilst our mean gender pay gap of 7.6% compares well to other public sector organisations we will continue to work hard to tackle any pay gap and have a detailed action plan in place.

Our report is based on information taken on 31 March 2018.

### NHSBT Gender Profile



NHSBT has a predominately female workforce.

## NHSBT Gender Pay Gap – 31<sup>st</sup> March 2018

Women's earnings are:	
Mean Gender Pay Gap	7.6% lower
Median Gender Pay Gap	5.4% lower

The mean gender pay gap has reduced by 0.3% from 2017 when it stood at 7.9%.

The median gender pay gap has increased by 0.4% from the 2017 figure of 5.0%.

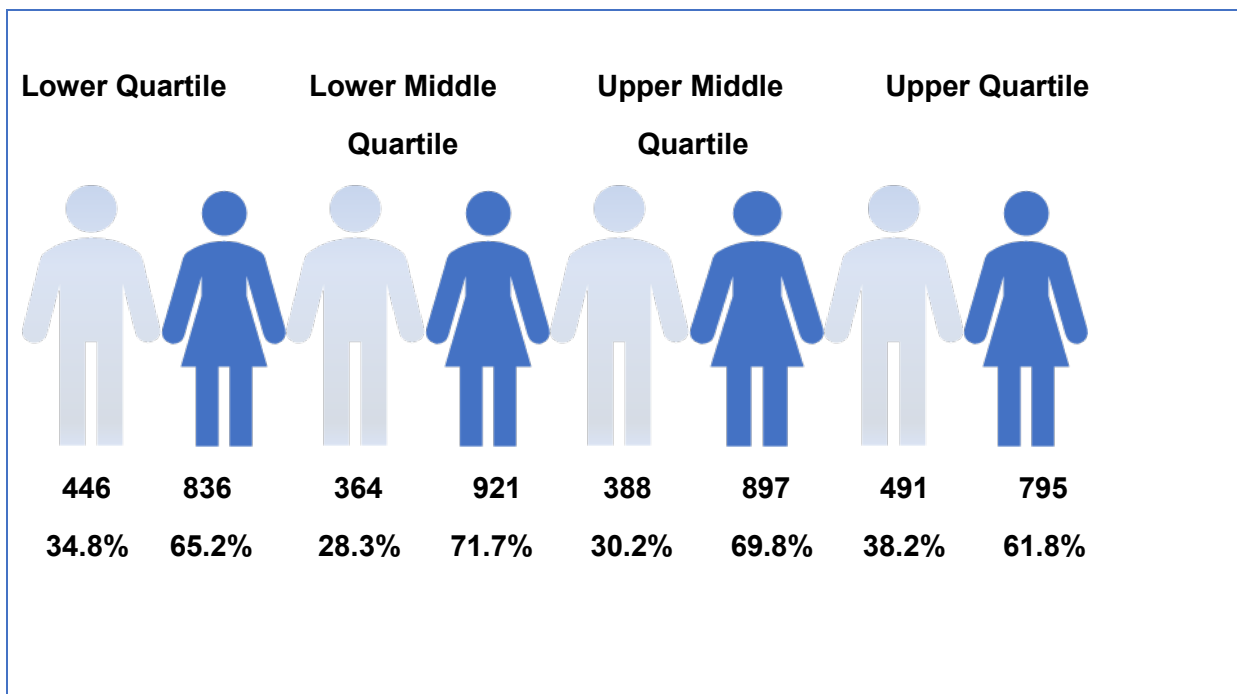
The main reasons for our Gender Pay Gap, are driven by two main factors.

- 1) The higher proportion of men in more senior (higher paid) roles; combined with
- 2) The higher proportion of women in more junior roles (lower paid roles)

The Gender Pay Gap report does not just include basic pay but includes payments such as shift allowances and Recruitment and Retention Premia.

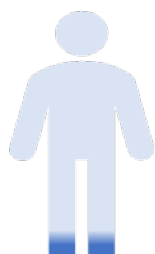
Our figures do not include on-call payments as they do not meet the ACAS definition of on-call payments.

According to the Office for National Statistics (ONS) published in October 2018, the mean gender pay gap figure for the public sector is around 17.5%, and so NHSBT compares favourably with the wider public sector and other NHS Arms' Length Bodies.



## NHSBT Gender Bonus Pay Gap – 31<sup>st</sup> March 2018

Women's bonuses are:	
Difference in Mean Bonus Payments	32.9% lower
Difference in Median Bonus Payments	53.2% lower



0.6% Males

were paid a bonus



0.5% Females

were paid a bonus

Under the National Medical & Dental terms and conditions Consultants are eligible to apply for Clinical Excellence Awards (CEA). In the 12 months ending 31<sup>st</sup> March 2018, 18 females had received a CEA award compared to 10 males.

The mean bonus gender pay gap has reduced by 11.16% to 32.94% in 2018 and the median bonus gender pay gap has risen by 7.55% to 53.15%.

### Reducing the Gender Pay Gap

NHSBT is committed to ensuring that our Gender Pay Gap is lowered and will look at the following areas:

- Carry out detailed analysis, over the past 12 months, of recruitment activity for the most senior roles (payband 8c and above) to establish if women are applying for these roles. From these findings, if necessary, establish focus groups within NHSBT to understand why women are not applying for these roles with a view to identifying any barriers and taking steps to remedy this.
- Share stories across the organisation of women who have successfully applied for some of the more senior roles with NHSBT to raise the profile of women in these senior roles and showcase their successes.
- Continue with our extensive leadership and coaching programmes aimed at all levels of leaders. Management information will be regularly monitored.
- Repeat the Talent Sharing and Succession planning activity carried out the NHSBT's Executive Team.
- The launch of the Leadership ladder tool in February 2019 will help aspiring leaders and leaders develop and progress throughout their NHSBT career.
- Continue with the excellent work carried out to date where we have reduced the Bonus Gender Pay Gap by over 11 percent between 2017 and 2018. This is largely due to encouraging more women to apply for Clinical Excellence Awards (CEAs).

The Clinical Leadership Team will scrutinise the last round of CEAs and ensure female medics are provided with the same opportunity as their male colleagues and actively encouraged to apply for CEAs and at the appropriate level.

- Continue to promote our family friendly policies, such as shared parental leave and flexible working opportunities.
- Establish a Women in science, technology, engineering and mathematics (STEM) network group and celebrate awareness days, such as International Women's Day.
- Set up a workshop with Arms' Length Bodies Human Resource Directors to carry out detailed analysis on our gender pay gap, with the view to understanding any common themes, share best practice around action planning to reduce the gender pay gap further.