

NHS Blood and Transplant (NHSBT) Gender Pay Gap – Snapshot date 31st March 2017**NHSBT**

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.

What is Gender Pay Gap reporting?

Under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017 NHSBT is required by law to publish our annual gender pay gap. From 2017 onwards, UK organisations with 250 or more employees are required to publicly share its gender pay gap in six different ways:

- the mean gender pay gap
- The median pay gap
- the mean gender bonus gap
- The median gender bonus gap
- the proportion of men and women who received bonuses,
- the number of men and women according to quartile pay bands.

The gender pay gap shows the difference in the average earnings between all men and women in an organisation.

The mean gender pay gap is the difference between the mean hourly rate of pay of male full-pay relevant employees and that of female full-pay relevant employees.

The median gender pay gap is the difference between the median hourly rate of pay of male full-pay relevant employees and that of female full-pay relevant employees.

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 the workforce.

NHSBT's Workforce Context

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

NHSBT also uses the NHS Employers Job Evaluation scheme which enables posts to be matched to national profiles or allows NHSBT to evaluate jobs locally to determine the Agenda for Change pay band.

Our Gender Pay Gap Data

The snapshot of our data was taken on 31st March 2017, when our workforce consisted of 67.6% women and 32.4% men.

Our data shows that:

Women's earnings are:	
Mean Gender Pay Gap	7.9% lower
Median Gender Pay Gap	5.0% lower

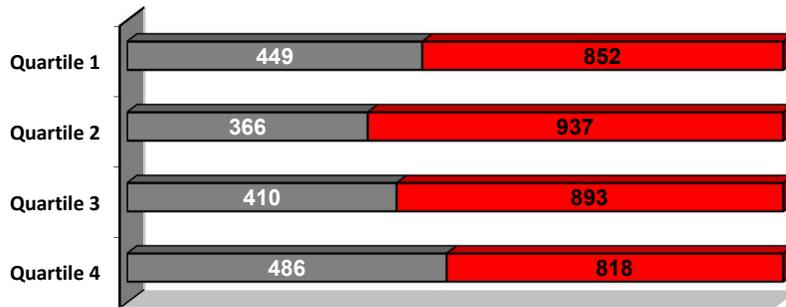
The main reasons for our Gender Pay Gap, are driven by two main factors.

- i) The higher proportion of men in more senior (higher paid) roles; combined with
- ii) The higher proportion of women in more junior role (lower paid roles)

It must be borne in mind that 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.

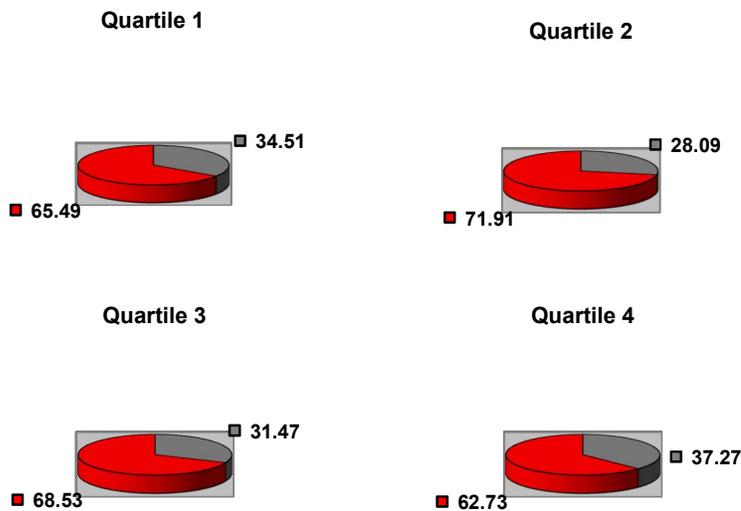
Number of male and female in each pay quartile

■ Female ■ Male



Proportion of male and female in each pay quartile (%)

■ Female ■ Male



In common with the wider NHS approximately two thirds of our workforce are women and one third is men.

Gender Bonus Gap in NHSBT

	Women's bonuses are:
Difference in Mean Bonus Payments	44.1% lower
Difference in Median Bonus Payment	45.6% lower



Female
0.5% were
paid a bonus



Male
0.6% were
paid a bonus

During the 12 month period ending 31st March 2017, 20 females had received bonus payments compared to 11 males. The Bonus data in the main relates to the application of Clinical Excellence Awards for medical staff.

Taking action

As a result of what our Gender Pay Gap reports are telling us we are prioritising the following areas for action:

Even though NHSBT's Gender Pay Gap compares favourably to the Office of National Statistics Gender Pay Gap figure we will continue to monitor pay and ensure that pay and career development decisions are free from gender bias and made solely on appointing the best candidate to the role regardless of gender or other characteristics. This is supported by our extensive leadership development programmes that are in place for all levels of leaders, our Talent and Succession planning processes and ensuring that these are embedded through each Directorates workforce planning. Management information will be gathered and presented at 6 monthly intervals to monitor any changes taking place.

Close scrutiny will take place, by the Clinical Leadership Team and report back to NHSBT's Executive Team with regards to the CEAs made in 2017.

Action plans will be drawn up to ensure female medics are given the same opportunity, as their male colleagues, and encouraged to apply for CEAs and at the appropriate level. We will closely monitor future awards of CEA.

We will identify People related policies and practices with the aim of achieving a greater gender balance. This will be reported on a 6 monthly basis to the Executive team.