

NHS Blood and Transplant (NHSBT) Gender Pay Gap – Snapshot date 31st March 2019

About us

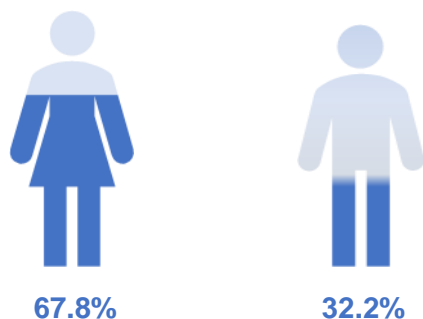
NHSBT is a Special Health Authority responsible for ‘saving and improving lives’ by providing a safe, reliable and efficient supply of blood components, stem cells and diagnostic services to health care providers in England and source organs and tissues across the UK.

Since 2017 our mean gender pay gap has remained fairly static. However, our average gender bonus gap has reduced again, for the second year running, this time by a further 6.64% when comparing men to women. This is an overall reduction of 18.2% since 2017.

Whilst our mean gender pay gap of 7.6% compares well to other public sector organisations and is well below the national average of 17.3% (according to the Office of National Statistics report published in October 2019), we will continue to work hard to reduce the pay gap and have a detailed action plan in place.

This report is based on information taken on 31 March 2019.

NHSBT Gender Profile



NHSBT has a predominately female workforce with approximately two thirds of our colleagues being female (3,607) and one third male (1,713). The gender profile of the workforce has only changed marginally since 2017.

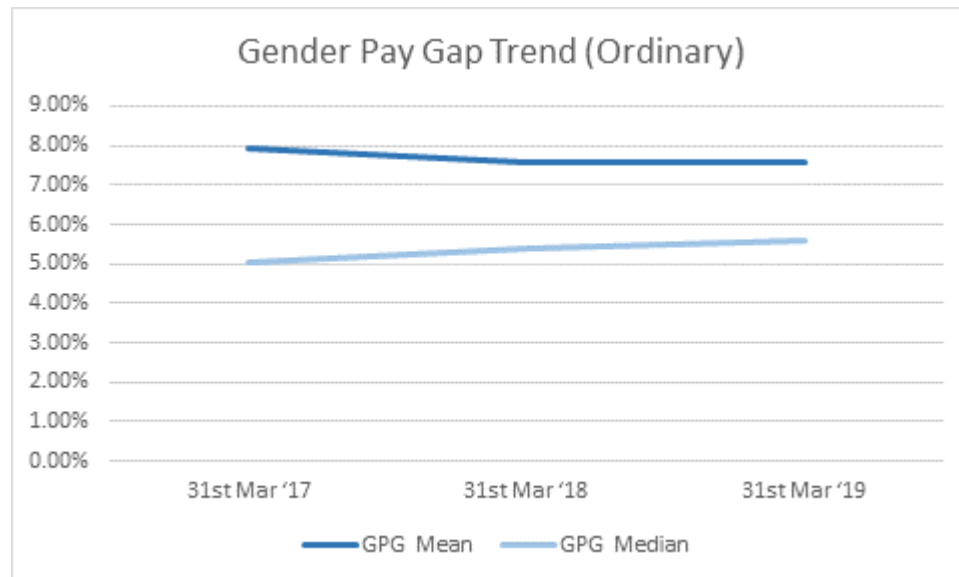
NHSBT Gender Pay Gap

Our Gender Pay Gap for Ordinary pay, as at 31st March 2019 is reported as follows:

Women's earnings are:	
Mean Gender Pay Gap	7.6% lower than men's earnings
Median Gender Pay Gap	5.6% lower than men's earnings

The mean gender pay gap has remained exactly the same as it was in March 2018 and the median gender pay gap has increased by 0.2% from the 2018 figure of 5.4%.

The table below shows our ordinary pay gap over the three-year period that we have been reporting our pay gap.



Our Gender Pay Gap continues to be driven by two main factors:

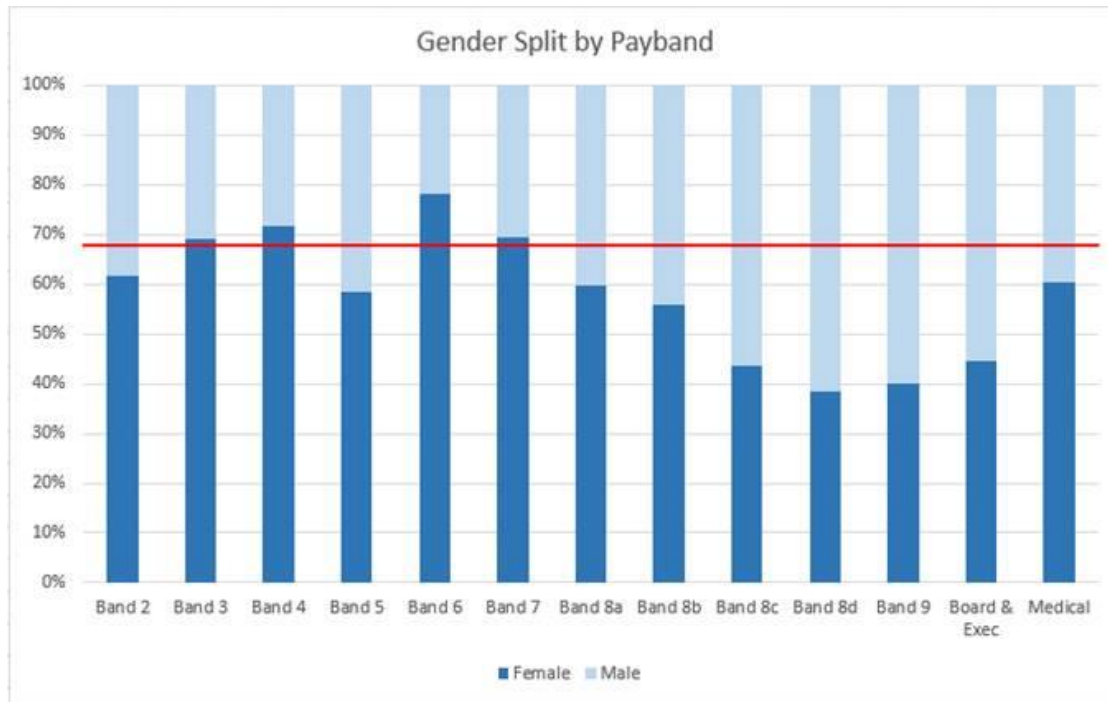
- 1) The higher proportion of men in more senior (higher paid) roles; combined with
- 2) The higher proportion of women in more junior roles (lower paid roles)

The ordinary pay element of the Gender Pay Gap is calculated using basic pay and other 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.

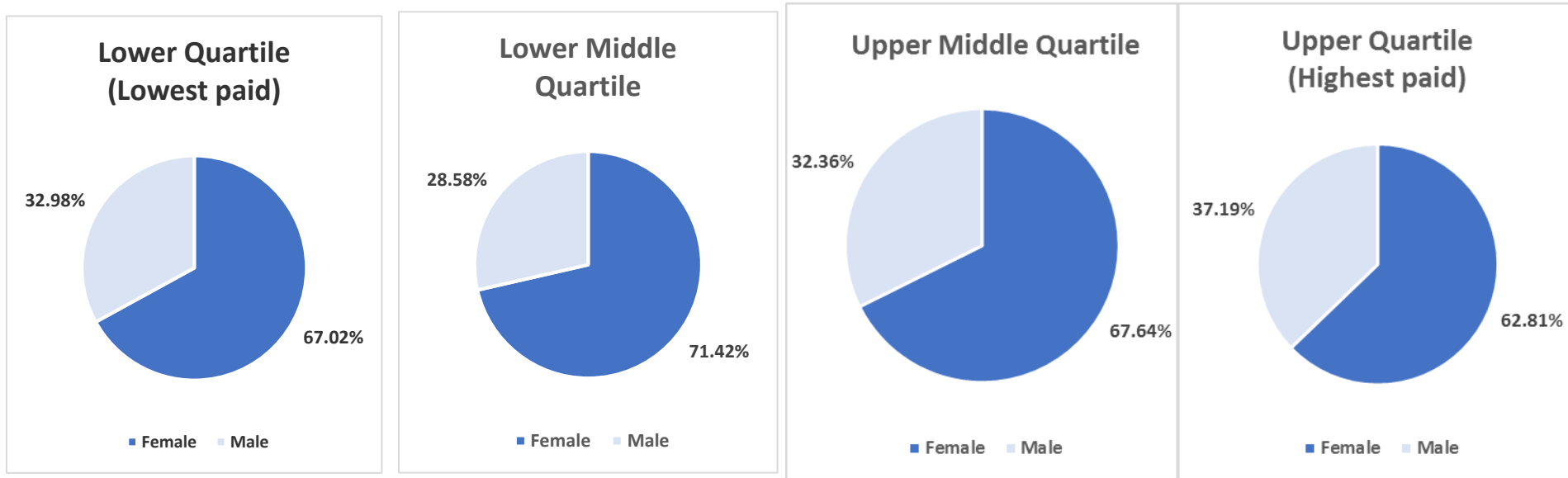
Pay Structure

All NHSBT staff, except for board/executives and medics are bound by the NHS Terms and Conditions of Service that contains the national agreement on pay and conditions of service. The NHS Terms and Conditions pay bands range from band 2 (lowest paid) up to band 9.

The table below, shows the percentage of males and females in each pay band.



The red line on the graph above indicates the percentage of women in the organisation overall and shows that there are fewer women in higher paid roles. This can also be seen when comparing ordinary pay of men and women using salary quartiles and there are less women in the Upper Quartile (highest paid).



NHSBT Gender Bonus Pay Gap

We also have to report our gender pay gap for the bonus payments that we have made. Our bonus pay gap, as at 31st March 2019 is reported as follows:

Women's bonuses are:	
Difference in Mean Bonus Payments	26.3% lower than men's
Difference in Median Bonus Payments	28.57% lower than men's



0.39% Females

were paid a bonus

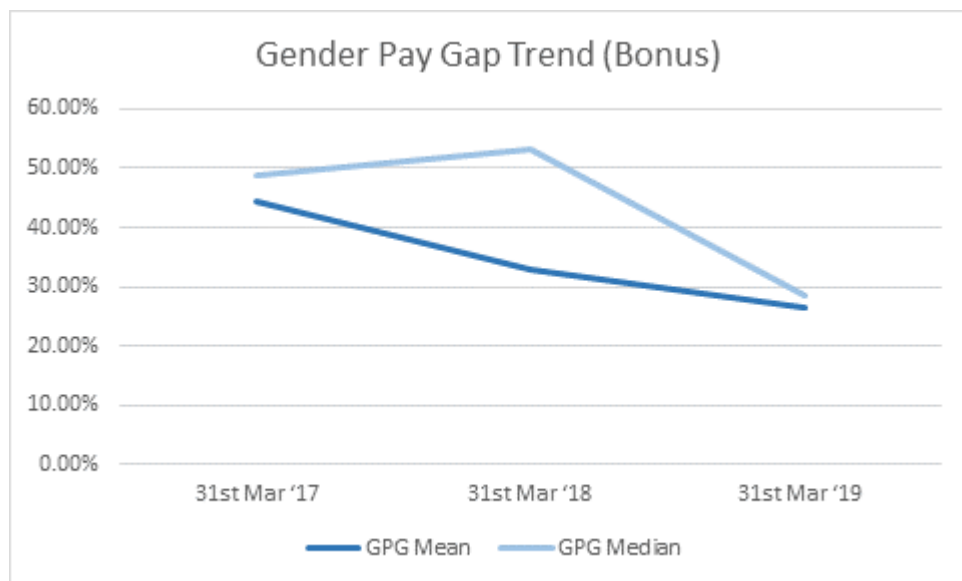


0.44% Males

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 31st March 2019, 15 females had received a CEA award compared to 8 males.

Over the last 12 months the mean bonus gender pay gap has reduced by 6.64% to 26.3% in 2019 and the median bonus gender pay gap has reduced by 24.58% to 28.57%. The table below shows the reduction achieved over 3 years.



Reducing the Gender Pay Gap

Whilst we are pleased that our gender pay gap is lower than the national average NHSBT is committed to ensuring that our gender pay gap is reduced. Over the course of the next 12 months we will look at the following areas to help achieve this:

- Carry out more detailed analysis, broken down by Directorate within NHSBT to establish if specific remedial action is required in certain parts of the organisation. This will be shared at NHSBT Executive level and will be discussed at Directorate specific Senior Management Team Meetings to ensure that if required robust workforce planning can take place to help drive down the Gender Pay Gap.
- Refresh our recruitment processes to include:
 - A redesign of our careers website to include more video content of our employees to showcase our diversity
 - A review of our recruitment documentation for our top 10 most recruited to posts for gender decoding
 - Further training of diversity interview panel members for all senior positions (bands 8a and above)
- Continue to raise the profile of the Women's Networks in NHSBT and analyse the findings of last years' survey (closing date end of November 2019). The survey was carried out to capture the views of our colleagues to understand if there are any perceived gender inequalities relating to experience of working at NHSBT. The survey responses will help to inform and develop the network's strategy and the action plans going forward to make NHSBT a more inclusive place to work for everyone.
- Work with the Women's Network to hold focus groups to understand from colleagues in the organisation what hinders them from obtaining a more senior grade, is this related to the work pattern, terms and conditions, processes etc.
- Continue with our extensive leadership and coaching programmes aimed at all levels of leaders, ensuring women are encouraged to apply for these programmes.
- Repeat the Talent Sharing and Succession planning activity carried out the NHSBT's Executive Team.
- The launch of the Leadership ladder tool last year will continue to 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 for the second year running. This is largely due to encouraging more women to apply for Clinical Excellence Awards (CEAs). The Clinical Leadership Team will once again scrutinise the last round of CEA's 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.