

# Gender Pay Gap

## report 2017

# Foreword

The Nursing and Midwifery Council (NMC) is committed to the principle of equal opportunities for all employees, irrespective of their protected characteristics. We are pleased to report that the NMC has a gender pay gap significantly lower than the trends reported nationally so far this year. We are proud that our demographic shows that this outturn is largely due to a strong representation of female colleagues in middle and senior management roles, as well as rigorous control over pay and grading arrangements. Our data evidences that we are in a good position in terms of gender pay equality; however we recognise that we are on a journey of continuous improvement.

This year has seen the approval of our People Strategy (2017-2020). The roll out of the strategy will ensure that the NMC is a great place for all our colleagues to work and is befitting of our role as a healthcare regulator. In year one, the NMC is undertaking a full review of our policies and approaches across the employment lifecycle. This is so that we can continue to ensure that the NMC offers candidates and employees equal access and inclusion in all that their interaction and employment with us offers, irrespective of protected characteristics or personal circumstances.

We will take important steps towards embedding Equality, Diversity and Inclusion (EDI) in all that we do and the decisions that we make about employees, and we are pleased to be appointing a Staff Lead for EDI in early 2018. This role will drive and inform our work, taking us further than the mandatory Equality and Diversity training we already provide to all staff. It will further implement unconscious bias training and practices across the NMC to support our recruitment decisions. It will also set high standards and upskill all those responsible for managing people and making decisions that affect the employee experience.

We are excited to take our work further in this area, we are not complacent; as we embed the various work streams of our People Strategy we will continuously review our performance and effectiveness so that Equality, Diversity and Inclusion become embedded in our ways of working.

**Sarah Daniels**

Director of People and Organisational Development

# What is the Gender Pay Gap report?

All employers with 250 or more employees are now required to publish their gender pay gap data every year under new legislation that came into force in April 2017. The data must be provided for the snapshot date of 5 April 2017.

## What does the NMC have to do?

To comply with regulation we have to provide:

- 1) the mean gender pay gap
- 2) the median gender pay gap
- 3) the mean bonus gender pay gap
- 4) the median bonus gender pay gap
- 5) proportion of males receiving bonus
- 6) proportion of females receiving bonus
- 7) the proportion of males and females in quartile bands.

## We must also:

- publish our gender pay gap data and a written statement on our public-facing website
- report our data to government online – using the gender pay gap reporting service

# Information collection methodology

We ran a report of all staff on the snapshot date of [5 April 2017](#) with the following information:



- |  |                        |                 |
|--|------------------------|-----------------|
| ✓ Staff number                         | ✓ Full name            | ✓ Directorate   |
| ✓ Department                           | ✓ Worker type          | ✓ Contract type |
| ✓ Job title                            | ✓ Gender               | ✓ Pay level     |
| ✓ FTE (Full Time Equivalent headcount) | ✓ Actual working hours | ✓ Salary        |
| ✓ Allowances                           | ✓ FTE salary           |                 |

# Information collection methodology

1.



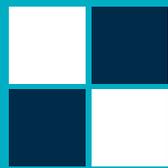
The first step was to work out the FTE salary, including allowances for all employees to enable us to work out the mean gender pay gap. This was done by using the employee's salary, allowances and actual working hours and then working out the average FTE salary by gender.

2.



The next step was to calculate the median pay gap. This was achieved by ranking the FTE salaries of all male and female employees highest to lowest and finding the median value for both genders.

3.



The final step was to work out the percentage of males and female in each quartile. This was completed by ranking all employee by their FTE salaries and the splitting them into quartiles. Then each quartile was evaluated separately to understand the distribution of males and females. This provided the results for the NMC gender gap report.

# Our 2017 gender pay gap results



## The mean gender pay gap

The NMC mean pay gap for 2017 is 1.9%

This means that on average male employees are paid 1.9% more than females. The major reason for this is that 12% of all male employees are in higher graded jobs, (e.g. Grade F-CEO), whereas only 10% of females follow this pattern. So proportionately, more males are in the top grades compared to females.

## The median gender pay gap

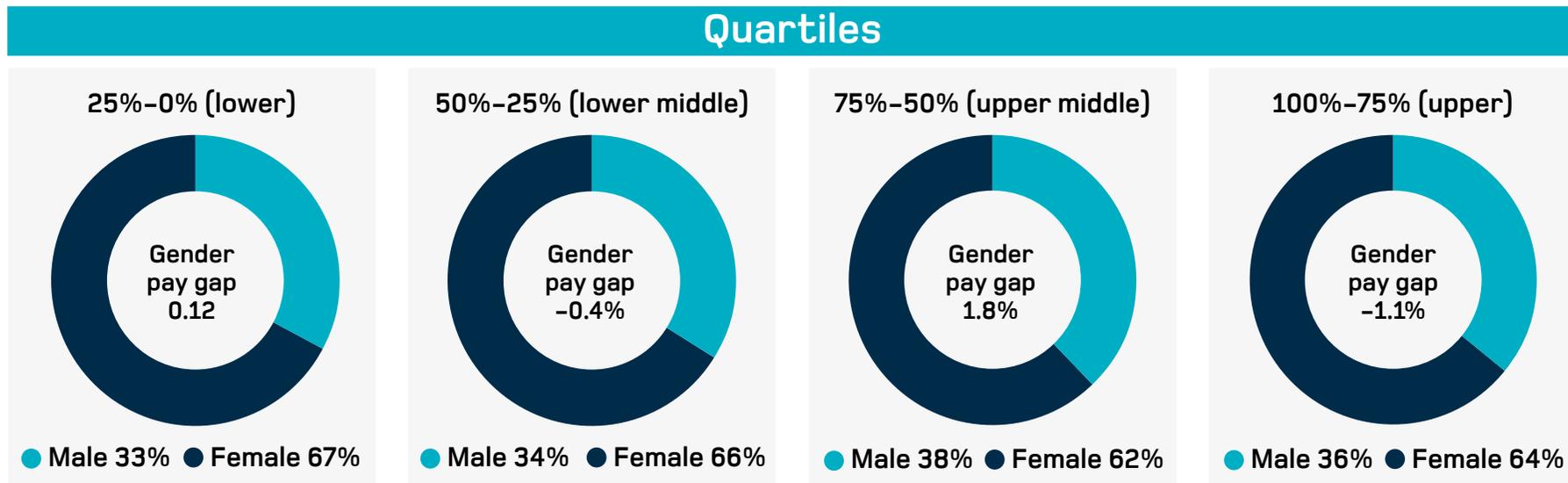
The NMC median pay gap for 2017 is 3.7%

This means that the median male employee is paid 3.7% more than the median female. The reason for the difference is that the median male is paid a base salary of **£30,142.13**, however is in receipt of an allowance of **£2,500.00**.

The median female employee is paid a base salary of **£31,426.20** (which is higher than the median male), however does not receive any allowances. This is reflected in the rest of the NMC as only four females in a lower grade band (e.g. Grade C or below) received an allowance compared to eight male employees. If the NMC were not to pay any allowances, the pay gap would be 0%.

# Our 2017 gender pay gap results

The proportion of males and females in quartile bands



In April 2017 64% of NMC employees were female. This is reflected in the quartile bands in which the number of female employees outweighs the number of males.

We can also see that from the data above that the upper quartile of the pay ranges (100%-75%) and the middle lower quartile (50%-25%) actually have a negative pay gap and mean females are paid more than males.

The final piece of information that this highlights is that our mean pay gap is driven by the population within the upper middle quartile (75%-50%). This is due to 37% of females being paid at the lowest rate compared to only 27% of males.

**Bonuses:** The NMC doesn't currently pay bonuses to any of its employees and we therefore don't have any data in relation to this.

# How do we compare?

In August 2016 the Office for National Statistics reported the mean gender pay gap was **9.4%**. Therefore the NMC is currently **7.5%** below the national average.

To date **411** different employers in the UK have published their gender pay reports. The average results are as follows:



## AVERAGE UK RESULTS ▼

**10.9%** Mean gender pay gap

**9.1%** Median gender pay gap

**15.3%** Mean bonus gender pay gap

**6.5%** median

## ▼ NMC RESULTS

NMC is currently **9%** lower

NMC is currently **5.4%** lower

The NMC currently does not pay bonuses

The NMC currently does not pay bonuses

# How the NMC aims to reduce its gender pay gap

We want to ensure that we are able to reach, attract and recruit the best candidates for our organisation, irrespective of their gender or background. We also want to pay a competitive salary and benefits package that is appropriate to our market sector and maintains the integrity of our pay and grading system.

During 2017–2018 we will undertake a review to refresh, and where appropriate update all of our employment policies. This will include recruitment, selection and reward. There are many policies that we have already implemented that can have a direct effect on the gender pay gap.

We will consult on these policies with our staff and the Employee Forum. An Equality Impact Assessment will also be completed to ensure that we maintain the principles of opportunity and fairness in this work.

More recently, in October 2017, we launched our agile working policy. Ultimately by working more efficiently and making better use of our resources we will be in a better place to deliver our regulatory function and achieve our mission to protect the public.

We also want to support everyone to achieve a reasonable balance between work and other priorities, such as family

and caring responsibilities, further learning and other needs, interests and hobbies.

We believe that a healthy work–life balance can improve motivation, performance and productivity and support employees to access more interesting work and opportunities. Through agile working we aim to give people greater autonomy over how they work by moving to a culture of delivery, outcomes, quality and success rather than focusing on their attendance at work during fixed set hours.

The NMC has created and adopted an Equality, Diversity and Inclusion (EDI) Framework which places EDI at the heart of our organisation, and demonstrates our commitment to improving the experiences of diverse groups.

One of our strategic equality and diversity aims is to be a good employer and aspire to have a workforce that reflects the diversity of the communities in which we operate at all levels of our organisation. In view of this aim our EDI Leadership Group will review this report and the issues arising into its action planning. It will ensure that the gender pay gap remains under regular review, making recommendations for action and improvement where appropriate.

