

Pay gap report 2020:

Gender

Published December 2020

Foreword

This is one of a suite of three pay gap reports the NMC is publishing simultaneously. The three reports cover the pay gap analysis for gender, ethnicity and disability.

We are publishing all three at the same time to identify the challenges holistically and set out what we are going to do about them. We hope that reviewing them together will support the conversation about the type of employer we want to be as set out in our corporate strategy 2020-2025, to develop a fit for purpose organisation that enables us to be a leading healthcare regulator and employer of choice. This report focuses on gender and is the publication which we must publish legally. We are not legally bound in the same way to publish our ethnicity and disability pay gaps but we are committing to publishing all three on our website in order to bring about meaningful conversation and change within our organisation.

The gender pay gap is defined as the difference between the average hourly pay of female and male colleagues. In 2020 we continued work on reviewing the way we pay our people. Through this work we have reduced both our median and mean pay gaps. Our median pay gap is now 9.0 percent (12.6 in 2019) and our mean pay gap is 3.4 percent (3.9 in 2019). Although this is positive news we are still ambitious and committed to reducing both our median and mean pay gaps even further in 2021.

The gap is caused by where female and male colleagues can be found in our grading structures. We are committed to improving our gender pay gap by continuing to look at how we increase the amount of females in our higher salary roles. We want our people to thrive and have the best experience working with us. We are committed to being an inclusive employer and we encourage flexible and agile working arrangements that support everyone to build a career and achieve balance with what is important in their personal life.

When we compare ourselves to other employers, NMC is statistically one of the best in the country. There is some reassurance in the comparison to others but we are not complacent. It is also worth noting that due to Covid-19 a number of employers chose not to submit their results for 2020.

Foreword

We believe that a healthy work-life balance is important for all our colleagues and in 2020-2021 we will continue to invest in practices and technology that increase the opportunity for agile working and increase opportunity for flexible working hours. We are reviewing recruitment and career progression processes, to ensure the equality of opportunity and continue our work on removing unconscious bias from the recruitment process.

Our aim in publishing all of our pay gaps is to set an example as an open and transparent professional regulator and employer and I hope this will encourage others to share their information too. I hope that we can tackle these issues together, openly and collaboratively. I confirm that the figures contained in this report have been verified and checked thoroughly to ensure complete accuracy.



Sarah Daniels
Director of People

Why have we published our results?

All employers with 250 or more employees are required to publish their gender pay gap data every year under legislation that came into force in April 2017. The data must be provided for the snapshot date of 5 April 2020.

This is the fourth year the NMC has been required to publish our gender pay results.

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

Our results

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Below is a comparison of our 2020 results to the average gap for all employers in the 2019 gender pay gap submission (5,649 employers):

Mean Gender Pay Gap (2019 average)	14.1% NMC -10.7%
Median Gender Pay Gap (2019 average)	12.9% NMC -3.9%



How does 2020 compare to 2019?

NMC	2019	2020	Difference
Mean gender pay gap	3.9%	3.4%	-0.5%
Median gender pay gap	12.3%	9.0%	-3.6%
*Mean gender bonus gap	0%	0%	0%
*Median gender bonus gap	0%	0%	0%
*Males receiving bonus	0%	0%	0%
*Female receiving bonus	0%	0%	0%

*The NMC doesn't pay bonuses to any employees

Pay quartiles

Overall the proportion of female employees working at the NMC has slightly increased since 2019.

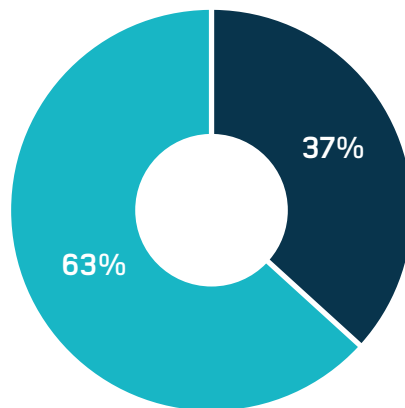
65% Female +1% vs 2019

35% Male -1% vs 2019

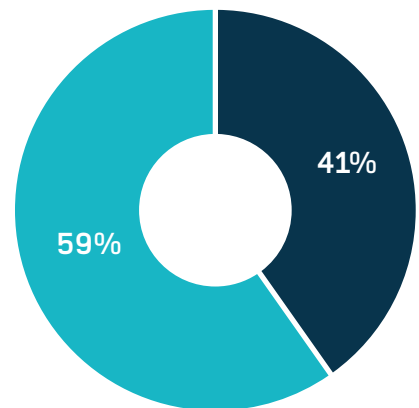
Compared to 2019 there were small changes within our quartiles:

UQ	0%	No change
UMQ	6%	Increase in males
LMQ	2%	Increase in females
LQ	1%	Increase in males

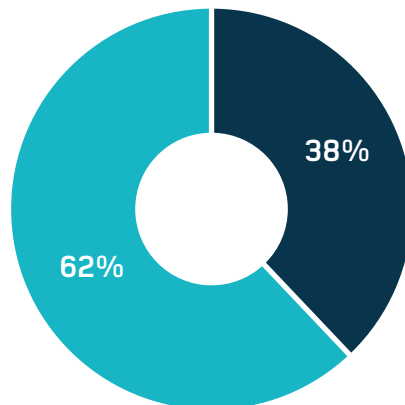
Upper quartile



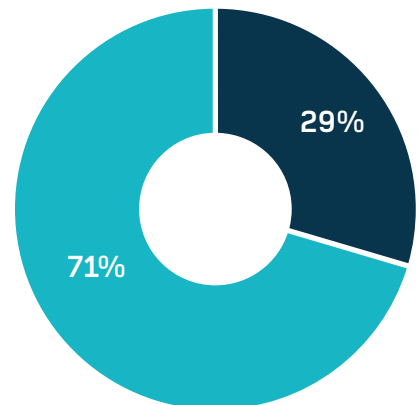
Upper middle quartile



Lower middle quartile



Lower quartile



■ Female ■ Male

Mean pay gap

3.4% down 0.5% vs 2019

This decrease has been driven by the NMC and the continued progress made by our reward review. This has enabled us to reduce the mean gender pay gap in the lower pay quartile from 1.3% to 0.2%.

Pay level	Male	Female
1	11	29
2	32	56
3	24	58
4	75	144
5	52	76
6	48	92
7	15	31
8 and 9	29	51
10 and 11	9	14
Director and CEO	3	5

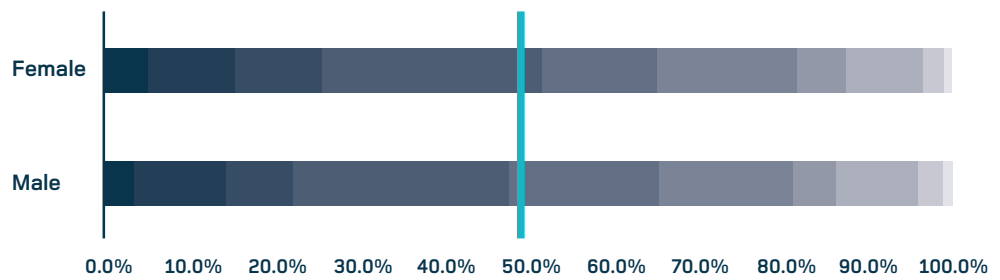
2020 Results

Median pay gap

9.0% down 3.6% vs 2019

This decrease has been driven by the NMC and the continued progress made by our reward review. It has also been assisted by the increased distribution of male employees in our lower pay quartile

Grade by distribution



Next steps

The NMC has reduced its gender pay gap over the past year, but we believe there is more we can do to reduce it further and improve gender equality in the organisation.

During the next year we are committing to deliver these actions.

Improving our recruitment processes

Review recruitment and promotion process to ensure that roles are advertised in a gender neutral way. We already conduct structured interviews where all candidates are asked exactly the same questions in a predetermined order and format. As we continue to embed our values we will be introducing more values-based questions and skill-based assessments to assess suitability for the role and to reduce unconscious bias.

We will review our *Time off to raise a child* policy to ensure provisions relating to shared parental leave promote equal sharing of caring responsibilities, thereby encouraging a more balanced workforce at all levels within the NMC.

Reducing the width of our salary bands

Over the next three years we will update our salary bands so that there is more transparency and employees are able to progress through the band in a more straightforward way. We believe this will help applicants know what they can reasonably expect and reduce salary negotiation, where we know women are less likely to negotiate.

We have started to inform colleagues on reward processes and will continue to introduce transparency to promotion, pay and reward processes.

Building an EDI team

We will expand our Equality, Diversity and Inclusion team and embed it in the People and Organisational Effectiveness directorate to develop evidence based actions. They will include the development of diversity targets for introduction during 2021/22.

***T*ogether**
in practice

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Registered charity in England and Wales
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