

# Gender Pay Gap

## Report 2018



# 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, for the second year running, our gender pay gap is significantly lower than the trends reported nationally. We're proud that our demographic shows this 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 shows that we are in a good position in terms of gender pay equality. But we're on a journey of continuous improvement. This year we continued the roll out of the People Strategy (2017-2020) which 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. Our ambition is to

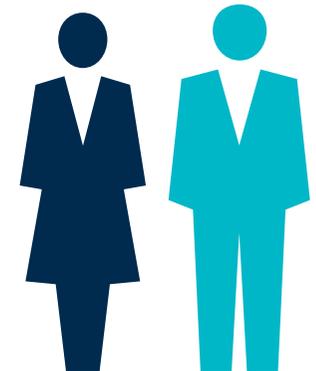
reduce the gender pay gap even further over the next three years through our new reward strategy.

We're excited to take our work further in this area and we're not complacent. As we embed the various workstreams of our People Strategy we'll continuously review our performance and effectiveness so that Equality, Diversity and Inclusion become embedded in our ways of working.

I confirm that the figures contained in this report have been verified and checked thoroughly to ensure complete accuracy.

A handwritten signature in black ink, appearing to read 'S. Daniels', is positioned above the name of the signatory.

**Sarah Daniels**  
Director Of People and  
Organisational Development



# Why do we publish?

All employers with 250 or more employees are 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 2018.

This is the second year we've published our 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.

## 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



# How does 2018 compare to 2017?

NMC	2017	2018	Difference
Mean gender pay gap	1.9%	1.6%	↓ -0.3%
Median gender pay gap	3.73%	4.77%	↑ +1.04%
*Mean gender bonus gap	0%	0%	0%
*Median gender bonus gap	0%	0%	0%
*Males receiving bonus	0%	0%	0%
*Females receiving bonus	0%	0%	0%

\*We don't currently pay bonuses to any of our employees

## In summary

Mean pay gap **1.6%** ↓ **Down** 0.3 % compared to 2017

Median pay gap **4.77%** ↑ **Up** 1.04% compared to 2017



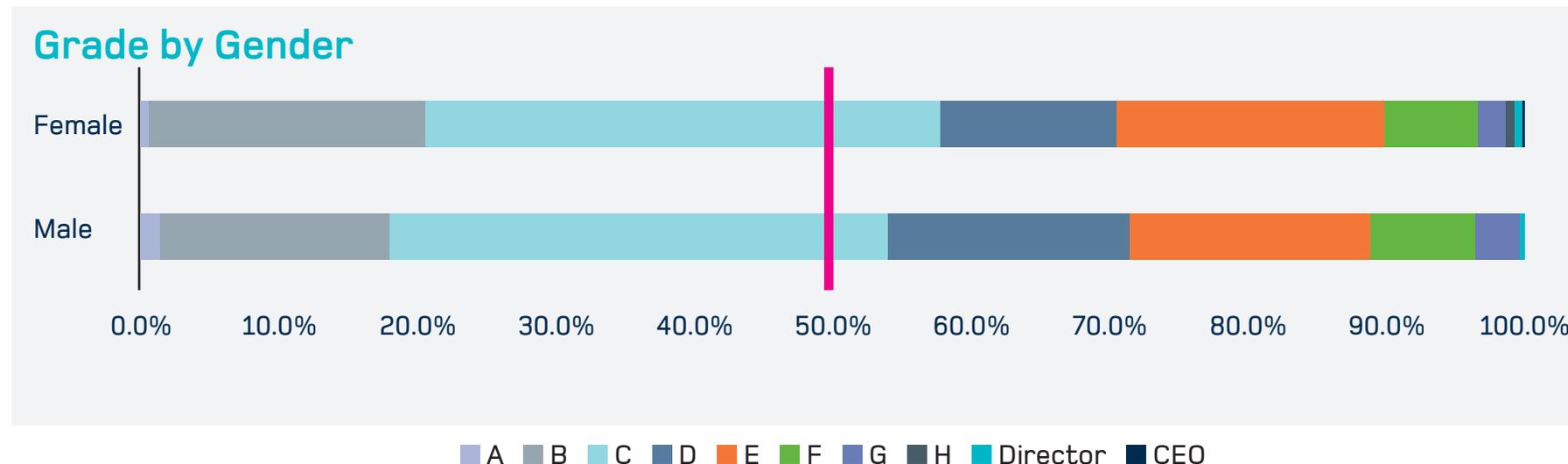
# 2018 results commentary

**Mean pay gap** 1.6% ↓ Down 0.3 % vs 2017

This is a positive change as it highlights that the gap between the average pay of male and female employees reduced by 0.3% between 2017 and 2018. The reason for the reduction is that in 2018 the proportion of female employees in our four highest paid grades increased by 0.4% whereas the proportion of male employees in the four highest paid grades reduced by 1%.

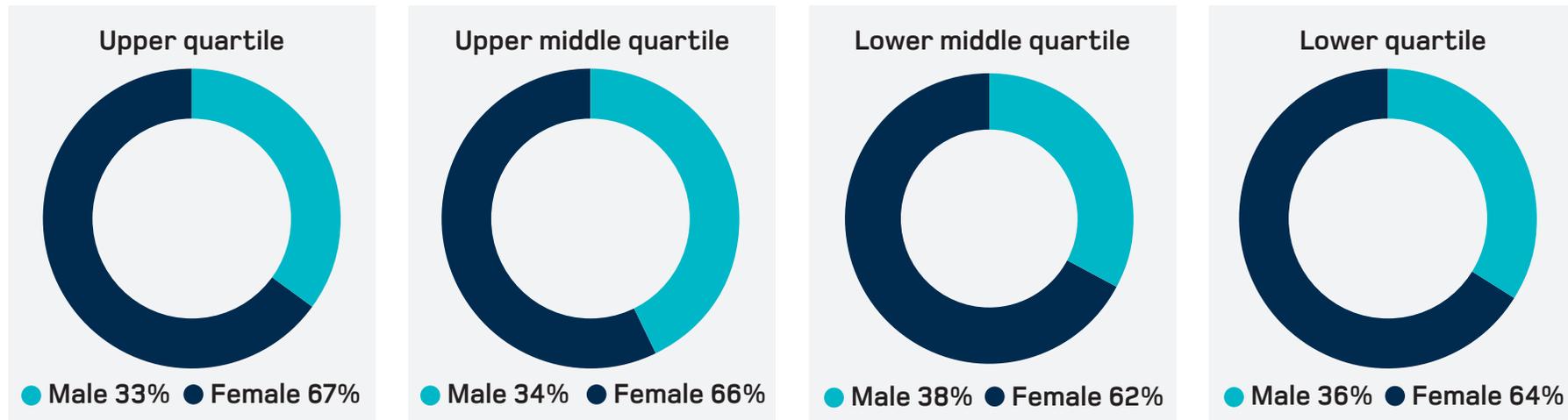
**Median pay gap** 4.77% ↑ Up 1.04% vs 2017

Compared to 2017 there are proportionally more females in the lowest two pay grades which results in the slight increase in the median pay gap. The percentage of females in the lowest two pay grades rose by 2.6% between 2017 and 2018. In 2018 both the male and female in the 'median employee' range are within the same pay grade however they have different roles in the organisation.



# 2018 results – pay quartiles

## Quartiles



Overall the proportion of genders has remained the same as 2017.

63% female

37% male

However there were small changes in the quartiles compared to 2017.

UQ 1% increase in females

UMQ 5% increase in males

LMQ 4% increase in females

LQ 1% increase in females



# Our results

Despite the slight increase in the median pay gap, we have a relatively small gap compared to other employers. We're delighted with our results but are committed to continuing to work at reducing our gap as we review our Reward Strategy 2019-2021. Below is a comparison of our 2018 results to the average gap for all employers in the 2017 gender pay gap submission (10,537 employers).

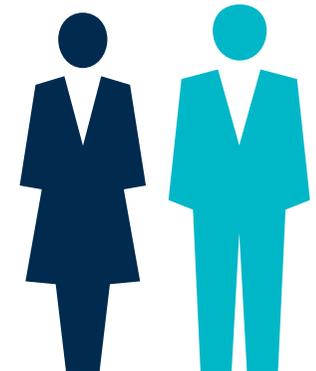
Mean gender pay gap (2017 average)	14.3% NMC -12.7% ↓
Median gender pay gap (2017 average)	11.8% NMC -7.1% ↓

- As per previous years our results continue to be below the national average with the NMC finishing in the bottom 10% for mean gap and the bottom 30% for median gap.
- We are committed to a fair rate of pay for women and pride ourselves on having women distributed through executive levels.
- The integrity of the pay and grading scheme has been maintained over time however there are still improvements to be made.



# Our Results

- The NMC is an exciting organisation with the ambition to be the leading healthcare regulator. To achieve that aim we need to work in an agile way that offers great opportunities for people with diverse backgrounds and experiences. We're committed to being an inclusive employer and we are happy to consider flexible and agile working arrangements that enables you to build a career and achieve a balance with what is important to you personally. We're committed to equal employment opportunity regardless of race, colour, religion, sex, national origin, sexual orientation, age, marital status, pregnancy, maternity, disability, or gender identity.
- Our People Strategy is all about continuing to invest in our people and make the organisation a great place to work. Our ambition is to continue to reduce our gender pay gap over the next three years as we design a new reward strategy that is fit for our future and implement it throughout 2019-2021. We believe that a healthy work-life balance is important for all of our colleagues and we continue to invest in practices and technology that increases the opportunities for agile working.
- We're committed to developing our equality, diversity and inclusion with the support of our newly appointed internal Equality Diversity and Inclusion lead who will drive forward an action plan to be launched in early 2019.



Thank you

