



# Northumbria Healthcare Facilities Management

## GENDER PAY GAP REPORT - NORTHUMBRIA HEALTHCARE FACILITIES MANAGEMENT

### Introduction

Northumbria Healthcare Facilities Management (NHFM) is required to carry out Gender Pay Reporting under the Equality Act 2010 (Gender Pay Gap Information Regulations 2017).

It is important to appreciate that gender pay and equal pay are two distinct concepts:

- Equal Pay is concerned with men and women earning equal pay for work of equal value.
- The gender pay gap is about the difference between men and women's average pay within an organisation.

Reporting the gender pay gap involves carrying out six calculations that show the difference between the average earnings of men and women in NHFM; it does not involve publishing individual employee's data.

The results are required to be published on our own website and the government website. There is a requirement to do this within one calendar year of April 5th 2020.

The results will be used to assess:

- the levels of gender equality in our workplace
- the balance of male and female employees at different levels
- how effectively talent is being maximised and rewarded.

The challenge in our organisation and across Great Britain is to eliminate any gender pay gap.

### 1.0 Gender Pay Gap

We have seen a slight reduction in headcount from 885 in 2019 to 881 in 2020. 0.7% increase in Female headcount (510 to 514) and a 2.13% decrease in Male headcount (375 to 367).

The gender pay gap for NHFM, measured by **median** hourly rate, is **6.03%** which is a significant increase from **0.69%** last year. The calculations were obtained from the ESR system which have been nationally determined and are in line with regulations. For this calculation "actual pay" was used which includes basic pay, allowances, pay for leave and shift premium pay. It is important to note that anyone who is in a period of no pay (e.g. maternity leave, sickness, special leave) will not appear in the figures.

The below table shows the median hourly rate and the mean hourly rate for men and women in NHFM. This is calculated using the employees pay they have received within the snapshot period of 5 April 2020. The median hourly rate, calculated as the mid-point of the salary distribution for men and for women, shows a gap of **0.68%** between men and women. To calculate mean hourly rates, we totalled all the men's earnings and divided by the number of men employed on this date. The average is **£11.73** per hour. The same was carried out for the women with the average being **£10.93** per hour. This is a difference of **£0.81**. The gender pay gap measured by **mean** hourly rate is **6.87%** which is a significant increase from **1.18%** last year.



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Gender	Mean Hourly Rate	Median Hourly Rate
Male	11.73	11.27
Female	10.93	10.59
Difference	0.81	0.68
Pay Gap %	6.87%	6.03%

## 1.1 Quartile reporting

The below table illustrates the gender distribution in NHFM across four equally sized quartiles:

Quartile	Female	Male	Female %	Male %
4	88	133	39.82%	60.18%
3	134	86	60.91%	39.09%
2	140	80	63.64%	36.36%
1	152	68	69.09%	30.91%

## 1.2 Where is the gap?

There has been a significant increase in the mean in 2020 at 6.87% from 2019 at 1.18%.

Contributing factors include: -

Increase in overall Female headcount coupled with a decrease in Male headcount (0.7% and -2.13%).

Significant reduction in the highest 2 quartiles (Q4/Q3) of Females for both % of quartile and headcount (Q4 representation down -9.73% from 49.55% to 39.82% and -20.00% from 110 to 88 headcount). Meaning an increase in the lower quartile groups.

Whilst an even greater reduction in the Male quartile representation and headcount in the lowest 2 quartiles (Q2/Q1). In 2020 Males account for 30.91% of Q1, down by -13.89% from 2019's figure of 44.80%. Male headcount in this quartile has reduced by -31.31% from 99 in 2019 to 68 in 2020.

There has been a reduction in the median hourly rate for both Males and Females from 2019 to 2020. Males are now earning -£0.34 less (£11.61 in 2019 to £11.27 in 2020) and Females -£0.94 less (£11.53 in 2019 to £10.59 in 2020). This is attributable to the national changes in terms and conditions relating to reduction in enhanced pay.

NHFM Capital Projects and Infrastructure Support increased activity and Male Headcount in 2020 and within more senior roles.

Technical/Specialist roles at band 5 and 6 (electricians, craftsman, estates officers) and roles at band 2 (Portering/Security staff) fall within Quartile 4 and are predominantly male appointments. An increase in Male headcounts in middle bands currently exceeds Female headcount 4 to 1.

The national Band 1 to 2 reform hasn't had an impact re Male vs Female % Headcounts/uptake in uplift.

Bank (NHCT/NHFM) hasn't had any impact.



### **2.3 Actions to address our gender pay gap**

NHFM is committed to addressing the gender pay gap and are looking at the following:

- To continue to ensure that all recruitment processes from apprenticeships upwards are encouraging a balance of both male and female applicants.
- To continue to develop our talent management pathways to further encourage equality of opportunity across the entire workforce.

### **2.0 Bonus Pay Gap**

As reported last year the bonus pay gap for NHFML is **0%**. Employees within NHFM do not receive any type of bonus pay.

**Keri Simm**  
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**25<sup>th</sup> February 2021**

**Ceri Clark**  
**Senior HR Manager (NHFM Board)**  
**9<sup>th</sup> March 2021**