

Northumbria Healthcare Facilities Management Limited - Gender Pay Gap Report

1.0 Introduction

Northumbria Healthcare Facilities Management Limited (NHFML) 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 NHFML; 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 2017.

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.

2.0 Gender Pay Gap

The gender pay gap for NHFML, measured by **median** hourly rate, is **1.78%**. 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 NHFML. This is calculated using the employees pay they have received within the snapshot period of 5 April 2017. The median hourly rate, calculated as the mid-point of the salary distribution for men and for women, shows a gap of 1.78% 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 £9.48 per hour. The same was carried out for the women with the average being £7.75 per hour. This is a difference of £1.74. The gender pay gap measured by **mean** hourly rate is **18.3%**.

Gender	Median Hourly Rate	Mean Hourly Rate
Male	7.87	9.48
Female	7.73	7.75
Difference	0.14	1.74
Pay Gap %	1.78	18.31

2.1 Quartile reporting

The below table illustrates the gender distribution in NHFML across four equally sized quartiles, each containing 78/79 employees:

Quartile	Female	Male	Female %	Male %
1	30	49	37.97	62.03
2	51	27	65.38	34.62
3	51	27	65.38	34.62
4	14	65	17.72	82.28

2.2 Where is the gap?

The gap is predominately based on an imbalance at the senior and junior level within NHFML. The senior management team (Band 8a) and above are predominately male. The senior management team are in general those people who are in receipt of the highest hourly rate of pay and therefore contribute significantly to the mean gender pay gap. There is a predominance of men in Q1, which represents the relatively low-banded estates support and maintenance worker roles.

2.3 Actions to address our gender pay gap

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

- Historically, engineering has been a male dominated profession however due to work being done by schools/universities this is changing. We need to ensure that all recruitment processes from apprenticeships upwards are encouraging a balance of both male and female applicants.
- To consider our approach to flexible working for all staff, to establish whether more can be done to improve flexible working within NHFML & to continue to provide a supportive culture that enables employees to continue to work as their lives and circumstances change.
- To proactively manage talent within NHFML and encourage & support the female workforce to progress within the company.
- To review NHFMLs equality and diversity training to ensure all staff understand their responsibilities under the Equality Act 2010 and that fair and non-discriminatory practices are being followed with regards to gender equality.

3.0 Bonus Pay Gap

The bonus pay gap for NHFML is **0%**. Employees within NHFML do not receive any type of bonus pay.

Kate Thompson

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