

CNWL Gender Pay Gap Report

We have completed our first gender pay gap assessment in accordance with the amended Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017, which requires us to publish 6 statutory calculations every year showing how large the pay gap is between our male and female employees. The results are shown in Table 1 below. The analysis was drawn from the national ESR Business Intelligence reporting tool which has been developed to help NHS organisations identify any disparities in pay with a view to developing and recommendations to reduce the gap.

Analysis of pay by mean average indicates women have a pay gap of just over 11.5%. The data has been checked and verified by our Director of Improvement and Workforce.

Addressing the gender pay gap

We will use data to explore progression rates, better understand the drivers of the pay gap, and to develop our pay strategy using analysis of new starter data to ensure salary decisions on appointment, meet our equality and diversity standards. We will continue to review or clinical excellence awards scheme for medical staff to better understand the drivers for the gap in this bonus scheme.

Table 1

Based on the snapshot date of 31 March 2017, our statutory calculations are:

1. average gender pay gap as a mean average	
Gender	Avg. Hourly Rate
Male	20.8035
Female	18.8657
Difference	2.4205
Pay Gap %	11.6348

2. average gender pay gap as a median average	
Gender	Median Hourly Rate
Male	18.8657
Female	16.7910
Difference	2.0746
Pay Gap %	10.9968

3. average bonus gender pay gap as a mean average	
Gender	Bonus Payment
Male	15420.64
Female	7934.36

Difference	7486.28
Pay Gap %	48.55

4. average bonus gender pay gap as a median average	
Gender	Bonus payment
Male	13128.74
Female	5321.16
Difference	7807.58
Pay Gap %	59.47

5. proportion of males receiving a bonus payment and proportion of females receiving a bonus payment			
Female	Male	Female %	Male %
60	55	52.17	47.83

6. proportion of males and females when divided into four groups ordered from lowest to highest pay.				
Number of employees Q1 = Low, Q4 = High				
Quartile	Female	Male	Female %	Male %
1	1318	376	77.80	22.20
2	1334	361	78.70	21.30
3	1277	415	75.47	24.53

NOTE:

1. On call allowances are included in ordinary pay. Payment for being called out is classed as overtime and is not included
2. Recruitment & Retention payments are included as ordinary pay if part of normal pay
3. Substantive staff and bank staff who worked on 31st March 2017 are included. Honorary or non employees are not included
4. Clinical Excellence Awards (CEA) is classed as bonus