

# HEIW Gender Pay Gap Report



GIG  
CYMRU  
NHS  
WALES

Addysg a Gwella Iechyd  
Cymru (AaGIC)  
Health Education and  
Improvement Wales (HEIW)

March 2020





## Gender Pay Gap Snapshot Report for 31<sup>st</sup> March 2019

### Health Education and Improvement Wales (HEIW)

#### Introduction

Health Education and Improvement Wales (HEIW) was established on 1<sup>st</sup> October 2018. It is a special health authority within NHS Wales, created by bringing together three key organisations: The Wales Deanery; NHS Wales's Workforce Education and Development Services (WEDS); and the Wales Centre for Pharmacy Professional Education (WCPPE).

Sitting alongside NHS health boards and trusts, HEIW has a leading role in the education, training, development, and shaping of the healthcare workforce in Wales. Its key functions include education and training, workforce development and modernisation, leadership development, strategic workforce planning, workforce intelligence, careers, and widening access.

As at the 31<sup>st</sup> March 2019, HEIW employed 351 staff as defined by the gender pay reporting guidelines, of which 64% were female and 36% male. Most staff were TUPE'd into the organisation on establishment and remain on their existing contractual arrangements. The impact of this is that we have staff on NHS and former Cardiff University grades, pay scales and terms and conditions. Our staff comprise a significant number of clinicians and professions, as well as general management and administration.

**Table 1. Gender Split by Headcount and Grade for staff included in Gender Pay Gap Report @ 31 Mar 19**

| Grade Type                    | Male | Female | Headcount | Male % | Female % |
|-------------------------------|------|--------|-----------|--------|----------|
| Senior Staff                  | 2    | 1      | 3         | 67%    | 33%      |
| Chair/Non-Executive Directors | 3    | 4      | 7         | 43%    | 57%      |
| Clinical                      | 85   | 83     | 168       | 51%    | 49%      |
| Band 2                        |      | 2      | 2         | 0%     | 100%     |
| Band 3                        |      | 2      | 2         | 0%     | 100%     |
| Band 4                        | 1    | 2      | 3         | 33%    | 67%      |
| Band 5                        | 1    | 4      | 5         | 20%    | 80%      |

|                                |            |            |            |             |             |
|--------------------------------|------------|------------|------------|-------------|-------------|
| <b>Band 6</b>                  | <b>2</b>   | <b>5</b>   | <b>7</b>   | <b>29%</b>  | <b>71%</b>  |
| <b>Band 7</b>                  | <b>3</b>   | <b>3</b>   | <b>6</b>   | <b>50%</b>  | <b>50%</b>  |
| <b>Band 8a</b>                 |            | <b>6</b>   | <b>6</b>   | <b>0%</b>   | <b>100%</b> |
| <b>Band 8b</b>                 | <b>1</b>   | <b>2</b>   | <b>3</b>   | <b>33%</b>  | <b>67%</b>  |
| <b>Band 8c</b>                 | <b>1</b>   | <b>2</b>   | <b>3</b>   | <b>33%</b>  | <b>67%</b>  |
| <b>Band 8d</b>                 | <b>1</b>   | <b>3</b>   | <b>4</b>   | <b>25%</b>  | <b>75%</b>  |
| <b>Grade 1</b>                 | <b>1</b>   | <b>1</b>   | <b>2</b>   | <b>50%</b>  | <b>50%</b>  |
| <b>Grade 2</b>                 | <b>1</b>   |            | <b>1</b>   | <b>100%</b> | <b>0%</b>   |
| <b>Grade 3</b>                 | <b>5</b>   | <b>15</b>  | <b>20</b>  | <b>25%</b>  | <b>75%</b>  |
| <b>Grade 4</b>                 | <b>5</b>   | <b>16</b>  | <b>21</b>  | <b>24%</b>  | <b>76%</b>  |
| <b>Grade 5</b>                 | <b>3</b>   | <b>30</b>  | <b>33</b>  | <b>9%</b>   | <b>91%</b>  |
| <b>Grade 6</b>                 | <b>7</b>   | <b>23</b>  | <b>30</b>  | <b>23%</b>  | <b>77%</b>  |
| <b>Grade 7</b>                 | <b>3</b>   | <b>18</b>  | <b>21</b>  | <b>14%</b>  | <b>86%</b>  |
| <b>Grade 8</b>                 |            | <b>4</b>   | <b>4</b>   | <b>0%</b>   | <b>100%</b> |
| <b>Headcount on GPG Report</b> | <b>125</b> | <b>226</b> | <b>351</b> | <b>36%</b>  | <b>64%</b>  |

*Data Source: ESR BI - NHS Workforce Profile Dashboard - Mar 19*

### **Why Gender Pay Gap reporting is important:**

Gender pay gap reporting is a valuable tool for HEIW not only in terms of compliance but also for the organisation to assess levels of equality in the workplace. Specifically, in respect of female and male participation, and how effectively talent is being maximised.

### **Our obligation under Equality Act 2010 (Gender Pay Gap Information) Regulations 2017:**

The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017 came into force on 6th April 2017, which requires employers in or more employees to publish statutory calculations every year showing the pay gap between their male and female employees. The deadline for publishing gender pay gap information annually is 30 March.

### **Equal pay and gender pay:**

The Equality and Human Rights Commission defines the difference between equal pay and the gender pay gap as follows:

- Equal pay means that men and women in the same employment performing equal work must receive equal pay, as set out in the Equality Act 2010, and



- The gender pay gap is a measure of the difference between men's and women's average earnings across an organisation or the labour market. It is expressed as a percentage of men's earnings.

### **What employees count?**

For the purposes of gender pay reporting, the definition of who counts as an employee is defined in the Equality Act 2010. This is known as an 'extended' definition which includes:

- Employees (those with a contract of employment);
- Workers and agency workers (those with a contract to do work or provide services), and
- Some self-employed people (where they have to personally perform the work).

For the purpose of the gender pay gap reporting, agency workers will form part of the headcount of the agency that provides them, and not HEIW.

### **Gender pay reporting and gender identity**

Current Acas and government guidance suggests that if an individual doesn't identify with either gender they should be excluded from the report. We recognise that this excludes employees who do not identify as either 'male' or 'female' i.e. transgender or non-binary employees, and are aware of the importance of being sensitive to how an employee chooses to self-identify in terms of their gender. Regulations do not define the terms 'male' and 'female' and the requirement to report gender pay should not result in employees being singled out and questioned about their gender. We are therefore using the data provided by Electronic Staff Records (ESR) based on the gender identification the employee has provided.

### **The Gender Pay Gap Indicators**

The legislation requires an employer to publish six calculations:

- Average gender pay gap as a mean average;
- Average gender pay gap as a median average;
- Average bonus gender pay gap as a mean average;
- Average bonus gender pay gap as a median average;
- Proportion of males receiving a bonus payment and proportion of females receiving a bonus payment, and
- Proportion of males and females when divided into four groups ordered from lowest to highest pay.

### **What is our pay gap?**

**Table 2 shows the gender pay gap in HEIW as at 31<sup>st</sup> March 2019.**

#### **Table 2**

| Gender                 | Male  | Female | Difference in Hourly Rate | Pay Gap % Difference |
|------------------------|-------|--------|---------------------------|----------------------|
| Mean (Avg) Hourly Rate | 38.29 | 28.64  | 9.64                      | 25.18%               |
| Median Hourly Rate     | 45.33 | 23.51  | 21.82                     | 48.15%               |

Data Source: ESR BI - NHS Workforce Profile Dashboard - Mar 19

### What is the difference between mean pay gap and median pay gap?

The mean pay gap is the difference between the average hourly earnings of men and women. The median pay gap is the difference between the midpoints in the ranges of hourly earnings of men and women.

The proportion of men and women in each quartile of our pay structure are shown in table 3 below:

Table 3.

| Quartile     | Male       | Female     | Headcount  | Female %     | Male %       |
|--------------|------------|------------|------------|--------------|--------------|
| 1            | 19         | 68         | 87         | 78.2%        | 21.8%        |
| 2            | 19         | 69         | 88         | 78.4%        | 21.6%        |
| 3            | 34         | 54         | 88         | 61.4%        | 38.6%        |
| 4            | 53         | 35         | 88         | 39.8%        | 60.2%        |
| <b>Total</b> | <b>125</b> | <b>226</b> | <b>351</b> | <b>64.4%</b> | <b>35.6%</b> |

Data Source: ESR BI - NHS Workforce Profile Dashboard - Mar 19

### Understanding the pay gap

The figures in table 1 highlight the gap between the average and median hourly pay for men and women in the organisation. The presence of a gender pay gap is disappointing, further exploration has been undertaken to better understand why the gap exists.

Initial findings indicate that a contributor is the unique makeup of HEIW's workforce. Whilst HEIW staff group is predominately female, with a number of senior roles held by women, there are a number of differing contractual arrangements and pay structures evident including: Agenda for Change; Cardiff University; Medical and Dental (GP and Dental Educators, Medical and Dental Consultants) and Executive and Senior Pay (VSM).

There are several contributing factors to the gender pay gap which are out of the direct control or within the gift of HEIW to change. These include the national frameworks for the remuneration of medical and dental staff and the national Clinical Excellence Awards scheme.

Welsh Government sets the pay for doctors' and dentists' following the advice and recommendations of the Review Body of Doctors' and Dentists' Remuneration, an independent UK body. The pay for staff on Agenda for Change arrangements follows a similar approach with the final decision resting with Welsh Ministers. All NHS organisations are

required to ratify the pay awards through local governance mechanisms. For non-medical and dental staff on former Cardiff University contracts, HEIW has put in place a pay arrangement that mirrors the NHS Wales Agenda for Change arrangements. The pay uplift for Executives and Senior managers is determined annually by Welsh Ministers and ratified through local governance arrangements.

Within the national medical and dental contract, the Clinical Excellence Awards scheme is intended to recognise and reward those consultants who contribute most towards the delivery of safe and high-quality care to patients and to the continuous improvement of NHS services. This includes those consultants and senior academic GPs who do so through their contribution to academic medicine.

The pay gap between men and women in relation to bonuses is caused by the Clinical Excellence Awards. The following tables 4-6 highlight the significant gap between men and women in receipt of such Awards. With the average hourly and median difference being 87.15% and 77.08% respectively for the period 1<sup>st</sup> April 2018 to 31 March 2019. There were 13 staff in total in receipt of CEA for this period with a gender breakdown of 9 men and 4 women.

**Table 4. Gender Split of Mean and Median Bonus Payments for staff included in Gender Pay Gap Report 01 Apr 18 - 31 Mar 19**

| Gender     | Mean (Avg) Pay | Median Pay |
|------------|----------------|------------|
| Male       | 6040.19        | 3922.44    |
| Female     | 776.39         | 898.92     |
| Difference | 5263.80        | 3023.52    |
| Pay Gap %  | 87.15%         | 77.08%     |

*Data Source: ESR BI - NHS Workforce Profile Dashboard - Mar 19*

**Table 5. Gender Split of Bonus Payments for staff included in Gender Pay Gap Report 01 Apr 18 - 31 Mar 19**

| Gender | Employees Paid Bonus | Total Relevant Employees | %     |
|--------|----------------------|--------------------------|-------|
| Female | 4                    | 262                      | 1.53% |
| Male   | 9                    | 158                      | 5.70% |

*Data Source: ESR BI - NHS Workforce Profile Dashboard - Mar 19*

**Table 6. Clinical Excellence Award Payments - % of Total Paid for staff included in Gender Pay Gap Report 01 Apr 18 - 31 Mar 19**

| Clinical Excellence Awards | % of Total Paid |
|----------------------------|-----------------|
| CEA Silver                 | 45.5%           |



|                    |               |
|--------------------|---------------|
| Commitment Award 1 | 0.6%          |
| Commitment Award 3 | 3.4%          |
| Commitment Award 4 | 16.4%         |
| Commitment Award 5 | 1.4%          |
| Commitment Award 8 | 32.7%         |
| <b>Total</b>       | <b>100.0%</b> |

*Data Source: ESR BI - NHS Workforce Profile Dashboard - Mar 19*

### **Closing the pay gap at HEIW**

In conclusion we recognise that whilst there are factors outside of our control or influence which are impacting on pay, we will continue to take steps to raise awareness of and mitigate the gender pay gap wherever possible. One area where we are able to make an impact is in our recruitment and selection processes and adoption of best practice against external benchmarking:

#### **Recruitment and selection**

- Anonymous recruitment and selection process has been adopted to prevent unconscious bias or prejudice entering into the selection process;
- Introduction of unconscious bias training as part management training;
- Offer of a variety of flexible working practices to support staff and foster an inclusive environment, and
- Family friendly policies and practices.

#### **External benchmarks**

- We are active members of Stonewall Diversity Champion scheme;
- We are active members of Disability Confident, and
- We intend to work towards the Investors in People Award.

#### **Next Steps**

As a relatively new organisation we acknowledge that there is more work to be done to fully understand our pay gaps in more detail. Therefore, we will:

- develop opportunities for progression for the present and future workforce, within our leadership, succession and talent programme;
- recognise the interconnected nature of social categorisation resulting in overlapping systems of discrimination and oppression, known as intersectionality. This understanding will influence our strategic equality planning and in line with Equality

Act 2010 HEIW will enable exploration of the correlation of intersectionality and its impact upon pay gaps;

- create a culture of trust where staff will feel comfortable and confident to complete their ESR information to assist in the reliability of information submitted on ESR, and
- through training, awareness raising and clear communication plans inform staff that gender pay reporting is taking place and the importance of self-disclosure.

HEIW, March 2020