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

Our Gender Pay Gap Report

2021-2022

Introduction

This gender pay gap report focuses on comparing the pay of male and female employees and shows the difference in average earnings. Gender pay gap reporting is a valuable tool for Health Education and Improvement Wales (HEIW) to assess workplace equality levels. Specifically, in respect of female and male participation, and how effectively talent is being maximised.

The gender pay gap reporting obligations are outlined in The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017. As an organisation that employs more than 250 people HEIW must publish and report specific information about our gender pay gap both on our own website and the Government's website by the 31st of March each year.

It is, however, important to recognise and understand that the gender pay gap differs from equal pay. 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. It is unlawful to pay people unequally because of their gender. Within the NHS, the Agenda for Change job evaluation process evaluates the job, not the post holder. This job evaluation process looks at the job without reference to gender or any other protected characteristic so equal pay is assured.

Who is covered by this Gender Pay Gap Report?

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)
- ❖ Some self-employed people (where they must personally perform the work)

For the purposes of the HEIW gender pay gap reporting, 'contract of employment' has been deemed to include all staff on permanent contracts, and on fixed-term contracts Agency workers and those staff on secondments are excluded from the calculations and will form part of the headcount of their agency or main employer not HEIW.

Current ACAS and government guidelines suggest that if an individual does not identify as either 'male' or 'female' should be excluded from the report. We recognise that this excludes employees who identify as transgender, or non-binary and are aware of the importance of being sensitive to how an employee chooses to self-identify in terms of their gender.

What data are we using for this report?

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 as the means for determining male and female employees. For the purpose of this report, figures have been rounded up to the nearest whole number unless indicated otherwise.

Who are we?

HEIW is a unique organisation in NHS Wales, established in 2018 as a Special Health Authority with a leading role in the education, training, development and shaping of the healthcare workforce in Wales. We are committed to having a diverse workforce reflective of the people and communities of Wales. Figure 1 sets out the split of male and female staff by grade type within HEIW

As of the 31st of March 2022, HEIW employed 512 staff as defined by the gender pay reporting guidelines, of which 70% were female and 30% were male.

What is covered in our Gender Pay Gap Report at HEIW?

This report uses the following six measures:

Mean Gender Pay Gap in Hourly Pay	This is the difference between women's and men's mean hourly wage
Median Gender Pay Gap in Hourly Pay	This is the difference between the midpoints in the ranges of hourly earnings of women and men.
Quartile Pay Bands	This is the proportions of women and men in the lower, lower-middle, upper-middle, and upper-quartile pay bands
Median Bonus Gap	This is the difference between women's and men's median bonus pay.
Mean Bonus Gap	This is the difference between the mean bonus paid to women and men.
Bonus Proportions	This is the proportion of women and men who were paid bonus pay.

Our Gender Pay Gap

Table 1 outlines our mean and median gender pay gap in hourly pay between our female and male workforce, the median hourly pay gap is 26% and the median hourly pay gap is 53%.

Table 1: Our Mean and Median Gender Pay Gap in Hourly Pay

Gender	Mean Hourly Rate (£)	Median Hourly Rate (£)
Female	28.00	23.00
Male	38.00	49.00
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Difference	10.00	26.00
Pay Gap %	26%	53%

Data Source: ESR BI - NHS National Returns Dashboard - Mar 22

Understanding Our Pay Gap in HEIW

There are several factors which enable us to better understand why our pay gap exists, unfortunately, some of those factors fall outside of our direct control or within the gift of HEIW to change. Therefore, our Gender Pay Gap needs to be interpreted with caution, context, and insight.

Firstly, we must consider the unique makeup of HEIW's workforce by bringing together several different organisations. This has resulted in a significant variation and complexity in contracts and pay structures including:

- ❖ NHS Agenda for Change.
- ❖ Cardiff University.
- ❖ Medical and Dental (GP and Dental Educators, Medical and Dental Consultants)
- ❖ Executive and Senior Pay (VSM).

It is important to note that Welsh Government are responsible for setting 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.

In addition, 36% of our total workforce is made up of both women and men who hold a clinical role (Figure 1), the majority of which work on a sessional basis which falls outside of our defined core staff, however, are included in our overall headcount as defined by the requirements of the gender pay gap report. These individuals are entitled to apply for financial payments through the Clinical Excellence Awards scheme. This 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.

There remains a significant gap between men and women who applied for and received such Awards. Appendix 1 Figure 2 shows that 93% of male clinicians applied for the award and received a financial payment as opposed to 7% of women. The mean pay and median pay difference for bonus payments (Appendix 1 Figure 3) are 81% and 67% respectively. Although these factors are outside of our control, they have impacted our gender pay gap significantly.

Secondly, in many organisations, a pay gap is an indication that women are under-represented at the top of the organisation and therefore a smaller proportion of women are taking home, the top salaries. This is not the case within HEIW, as women represent 50% of the higher quartile pay band (Appendix 1 Figure 4) which is an increase of 28% from the previous year's report.

As an organisation, across all grades women make up 70% of our total workforce, however, there is a significantly higher proportion of women (95%) relative to men (5%) in lower-grade roles. As a result, the average salary for women is drawn down, not because women are underrepresented at the top of the structure but because they are over-represented to a greater extent at the lower grade roles.

Subsequently, considering those factors which fall outside of our direct control and removing those clinical individuals who are considered sessional (as they fall outside our definition of a core staff) our mean and median gender pay gap in hourly pay between our female and male workforce can be seen as **18%** and **15%** respectively.



Working towards closing the Pay Gap at HEIW

Although we recognise that whilst there are factors outside of our control or influence which are impacting on pay, we have made a clear commitment in our new Strategic Equality Plan 2023 to take action to understand our pay gaps, and address and minimise the impact where possible and within the constraints of the national pay systems for the NHS. Addressing any disparities in gender representation will however take time but we are committed to working towards solving this and recognise we are on a journey.

Below are HEIWs' ongoing and future initiatives to address our gender pay gap and support gender equality for women in the workplace.

- ✦ We will seek to better understand barriers to career progression and how we can address them by engaging with our staff networks such as the Under 29 staff Network and Inclusion Champions.
- ✦ We continue to support staff who may be experiencing difficulties at work through our Healthy Working Relationship resources on Gwella.
- ✦ We will scope out the implementation of a HEIW coaching skills network and the development of team success profiles to enable individuals across all bands to assess their current skills and access resources to support personal development and career progression into more senior roles.
- ✦ We have increased our leadership development pathway opportunities for women having recruited over 70% female graduates who are currently undertaking our 2-year NHS General Management Graduate Programme. 64% of those who are at the assessment level for our next cohort have identified themselves as female.
- ✦ Our re-envisioned Values Based Recruitment & Selection Policy & Procedure will be launched in early 2023-24 which has been designed to ensure HEIW's approach to recruitment and selection continues to be values-based and is supported by compassionate and inclusive practices providing equality of opportunity to all applicants and recruitment on merit.
- ✦ We are committed to reviewing our recruitment equality data including monitoring the number of male and female applicants for jobs and part-time workers and will explore gender data across pay bands and all the different roles within the organisation to better understand the gaps.

- ❖ We will continue to promote gender equality and work with organisations like Chwarae Teg who use our leadership portal 'Gwella' to host and promote their Inclusive Leadership Programme. The programme highlights the legalities and impact of systemic inequalities in the workplace, placing emphasis on allyship and best practice approaches as a leader.
- ❖ We will explore how we can improve diversity within senior leadership roles in the NHS through the equality, diversity, and inclusion subgroup of our Talent Board and continue to commit to our compassionate and collective leadership strategy and a transparent and equitable approach to managing talent and developing aspiring executive talent pools.
- ❖ We will continue to promote gender equality through HEIW's 'Bring your whole self to work' campaign by delivering events and activities such as 'Women in digital across NHS Wales' with the aim of elevating and advancing gender parity in technology.
- ❖ As an exemplar employer we will ensure that there are equal opportunities to showcase and promote gender role modelling to address gender stereotyping in those entry-level bands underrepresented by males.

Appendix. 1 – Gender Pay Analysis Health Education and Improvement Wales

Figure 1 - Gender Split by Headcount and Grade Type for staff included in Gender Pay Gap Report

Grade Type	Female	Male	Headcount	Female %	Male %
Senior Staff	6	2	8	75.00%	25.00%
Chair/Non-Executive Directors	4	2	6	66.67%	33.33%
Clinical	95	90	185	51.35%	48.65%
Apprentice	1	0	1	100.00%	0.00%
Band 3	21	1	22	95.45%	4.55%
Band 4	18	5	23	78.26%	21.74%
Band 5	23	4	27	85.19%	14.81%
Band 6	41	11	52	78.85%	21.15%
Band 7	18	13	31	58.06%	41.94%
Band 8a	25	8	33	75.76%	24.24%
Band 8b	14	6	20	70.00%	30.00%
Band 8c	7	1	8	87.50%	12.50%
Band 8d	4	3	7	57.14%	42.86%
Band 9	1		1	100.00%	0.00%
Grade 3	9	3	12	75.00%	25.00%
Grade 4	13	3	16	81.25%	18.75%
Grade 5	20	2	22	90.91%	9.09%
Grade 6	15	2	17	88.24%	11.76%
Grade 7	16	0	16	100.00%	0.00%
Grade 8	5	0	5	100.00%	0.00%
Total All Grade Types	356	156	512	69.53%	30.47%

Data Source: ESR BI - NHS National Returns Dashboard - Mar 22 & NHS Workforce Profile Dashboard - Mar 22

Figure 2 - Gender Split of Clinical Excellence Award Payments

Clinical Excellence Award	Female	Male	Total	Female	Male	Total
CEA Bronze	0.00%	40.70%	40.70%	£0.00	£36,924.00	£36,924.00
Commitment Award 1	0.74%	0.00%	0.74%	£666.84	£0.00	£666.84
Commitment Award 4	5.88%	17.15%	23.03%	£5,334.60	£15,559.60	£20,894.20
Commitment Award 5	0.00%	20.83%	20.83%	£0.00	£18,892.54	£18,892.54
Commitment Award 8	0.00%	14.70%	14.70%	£0.00	£13,335.36	£13,335.36
Total	6.62%	93.38%	100.00%	£6,001.44	£84,711.50	£90,712.94

Data Source: ESR BI - NHS National Returns Dashboard - Mar 22

Figure 3 - Gender Split of Mean and Median Bonus Payments

Gender	Mean Pay (£)	Median Pay (£)
Female	2000.48	2667.24
Male	10588.94	8001.66
Difference	8588.46	5334.42
Pay Gap %	81.11%	66.67%

Data Source: ESR BI - NHS National Returns Dashboard - Mar 22

Figure 4 – Gender Split by Headcount based on Quartile 1 to 4.

Quartile	Female	Male	Headcount	% Female	% Male
1 (Lowest)	96	24	120	80.00%	20.00%
2 (Lower-Middle)	104	30	134	77.61%	22.39%
3 (Upper-Middle)	82	28	110	74.55%	25.45%
4 (Highest)	74	74	148	50.00%	50.00%
Total	356	156	512	69.53%	30.47%

Data Source: ESR BI - NHS National Returns Dashboard - Mar 22

