



# Gender pay gap report

Data snapshot - 31 March 2021  
Report published - 24 November 2021



# Inclusion and diversity at NELCSU

## History of NELCSU

Commissioning Support Units were established on 1 April 2013 from 162 predecessor organisations, including: Strategic Health Authorities (SHAs); Primary Care Trusts (PCTs) and the Department of Health. As a result of staff transfers, the organisation has a number of pay protection arrangements in place.

## About NELCSU

Our employees work from bases across England. Some employees receive High Cost Area Supplements ranging between £1,066 and £7,097 per annum.

On 31 March 2021 NELCSU had 1,402 employees and all were in receipt of full pay, pro-rata for hours worked. Female staff make up 51 per cent of our workforce, compared to the NHS as a whole, where 77 per cent of the workforce are female.

## Future of NELCSU

The organisation is currently transitioning as part of changes to NHS commissioning. Actions in this plan align with timings of these changes reflecting our ongoing commitment to gender equality at NELCSU.

A slight increase in the our mean gender pay gap from 1% to 2% and our median from 3.99% to 4%.



“At NELCSU we are committed to being a great place to work for all of our people. The gender pay gap report is just one way for us to understand the impact of our diversity and inclusion work.”

“There has been a shift in pay gap which is driven by a rebalancing of the organisation. We have seen a decrease in the percentage of women in the lower quartile, though representation of women in the upper quartiles has also slightly decreased. This has led to the median gender pay gap increasing from 0.9 to 2 per cent. The average (mean) hourly rate has remained static since 2019.”

“Since our last pay gap report we have taken further steps with a focus on inclusive recruitment.”

“NELCSU is part of an ongoing transformation programme and with our people beginning new journeys, our action plan to the end of 2021/22 will maintain our progress on diversity and inclusion, and our focus will be on sharing the accrued learning as we move to new parts of the wider health and social care system.”

Claire Gooday, Director of Corporate Services

# What is the Gender Pay Gap?

The Gender Pay Gap is the difference in pay between men and women. This is influenced by a range of factors, including the demographics of a workforce.



## Pay Gap

is the difference in the average pay between two groups

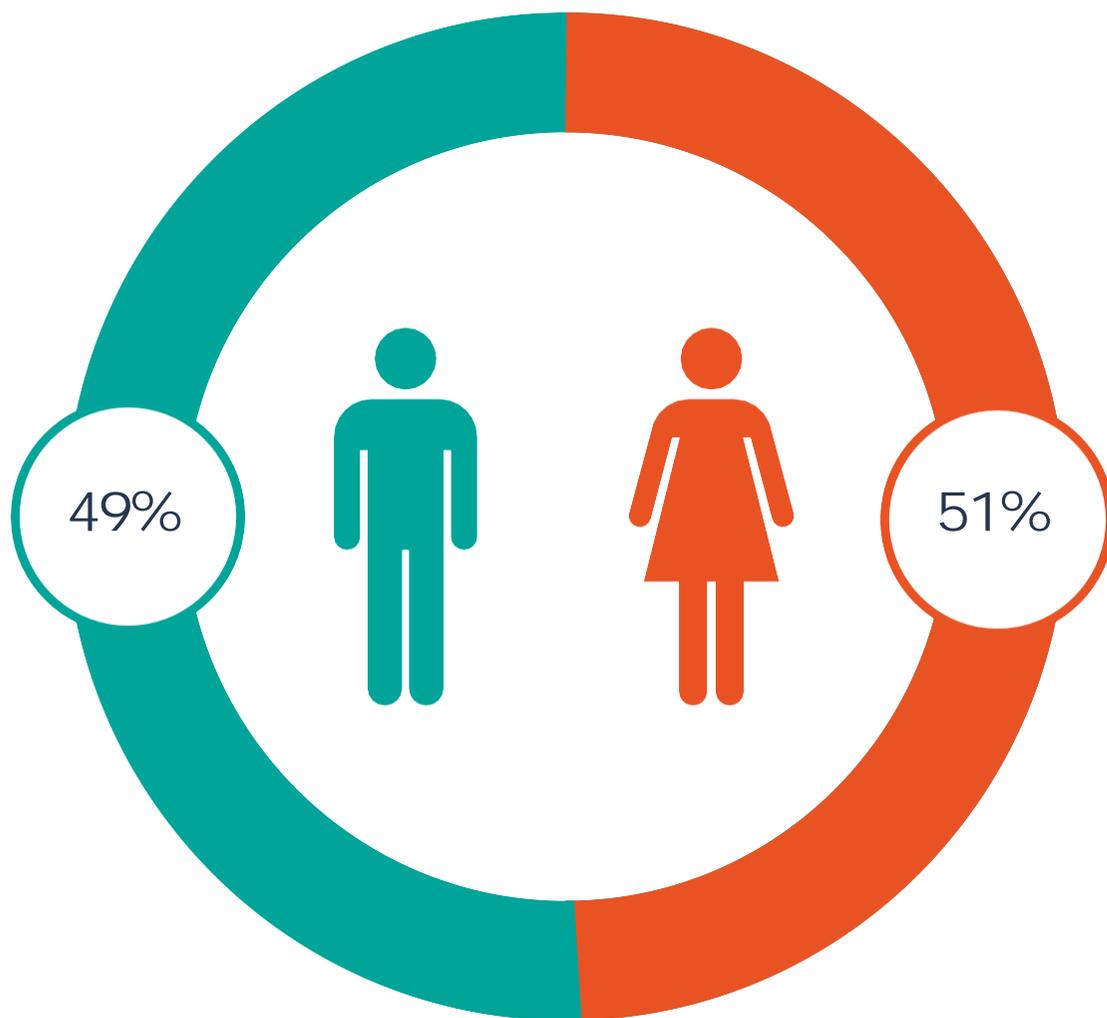
## Equal Pay

is being paid equally for the same/similar work



All organisations within the United Kingdom with more than 250 employees have been required since April 2017 to publish details of their gender pay gap. The specific requirements of the Equality Act 2010 Act (Gender Pay Gap Regulations) 2017 are to publish information for the six specific measures detailed in this report.

# Our gender profile



\*position on 31 March 2021

## Remuneration Policy

As part of the NHS, NELCSU applies the NHS Agenda for Change (AfC) pay grades ranging from Band 3 to Band 9. The AfC job evaluation system allocates posts, in accordance with responsibility to set pay bands. As employees successfully develop their skills and knowledge they progress in annual increments up to the maximum of their payband.

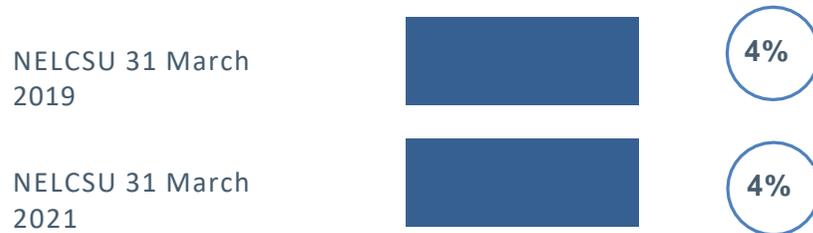
The framework for the remuneration of senior managers and directors is set by the Department of Health through the Executive and Senior Managers (ESM) pay framework for arm's length bodies.

Employees are governed by HM Treasury's pay remit and are subject to current public sector pay rules and pay restraint.

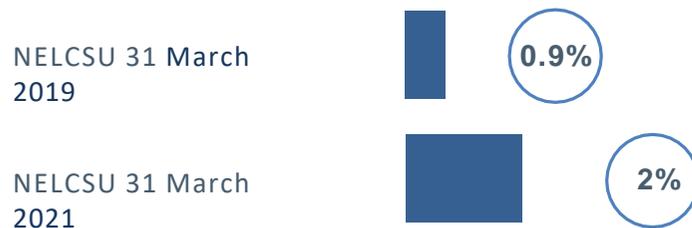
# What is our gender pay gap?

We have made great progress in closing our gender paygap.

## Ordinary pay – Median gender pay gap



## Ordinary pay – Mean gender pay gap



The median pay gap is calculated as the percentage difference between the mid-point hourly salary for men and the mid-point hourly salary for women.

The mean gender pay gap is the difference in the average hourly pay for women compared to men within a company.

Therefore, our average male salary (mean or median) is higher than our average female salary. For the median gender pay gap there has been no change since the last reporting period. For the mean gender pay gap there has been an increase from 0.9% to 2%.

Further actions will be taken during this period to support pay parity. Our action plan can be found on slide 7.

# What is our bonus gender pay gap?

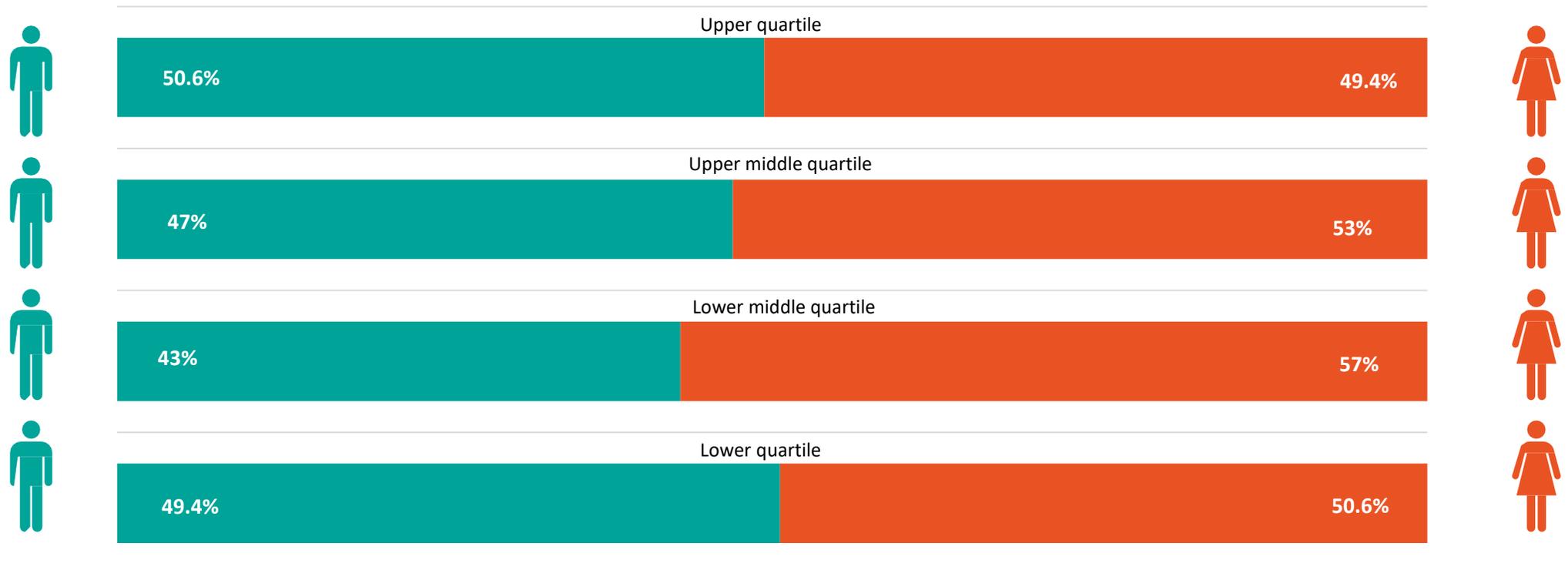
NELCSU does not have a bonus gender paygap.

Since our inception we have not paid bonuses to our employees. There is no scope for bonus payments within the Agenda for Change terms and conditions of service.

As a result, there are no males or females in receipt of bonus payments.

# What proportion of male and females are in each pay quartile?

## NELCSU QUARTILE BREAKDOWN - 31 MARCH 2021



There has been a nearly three per cent decrease in the percentage of women in the upper quartile. The upper middle quartile representation has stayed the same. The lower middle quartile has seen a two per cent increase and the lower quartile has seen a seven per cent decrease in the percentage of women. It is positive that we are seeing a rebalancing of the organisation as the percentage of men in the lower and upper middle quartiles approaches 50%.

# Our action plan aims to attract and develop top female talent:

