
Gender Pay Gap Report

2018-2019

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Introduction

This is the third Gender Pay Gap report. The requirement to report on Gender Pay was introduced in April 2018. Organisations with more than 250 employees are required to report on gender pay gaps using six different measures. This report was taken at the snapshot date of 5 April 2019.

The gender pay gap is distinct from equal pay; it is the average pay of all men compared with the average pay of all women in the organisation, whereas equal pay is paying men and women differently for doing the same job.

The information that must be published by 4 April 2020 is:

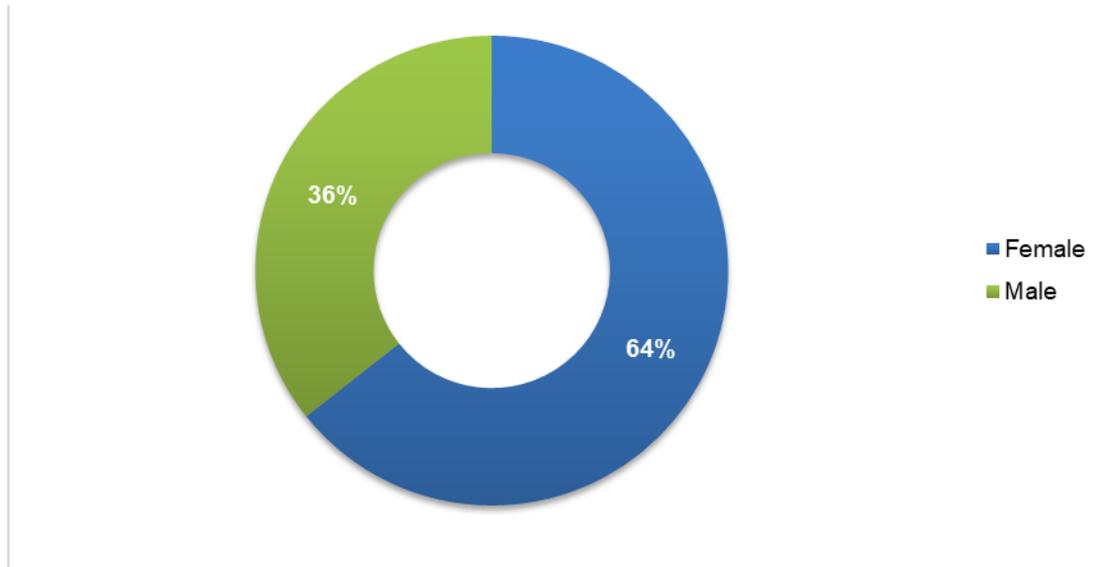
- Average gender pay gap as a mean average
- Average gender pay gap as a median average
- Average bonus gender pay gap as a mean average
- Average bonus gender pay gap as a median average
- Proportion of males receiving bonus payments and proportion of females receiving bonus payments
- Proportion of male and female when divided into four groups (pay quartile) from lowest to highest pay.

The report will also give an update on previous actions agreed to close any pay gaps.

NTW Solutions Limited is a wholly owned subsidiary of Cumbria, Northumberland, Tyne and Wear NHS Foundation Trust. NTW Solutions provides estates, facilities, procurement, outpatient pharmacy dispensing, car leasing, digital transcription and a range of financial and workforce services. Staff are employed on a mixture of Agenda for Change terms and conditions, and non-Agenda for Change terms and conditions.

Gender Profile

Gender Profile



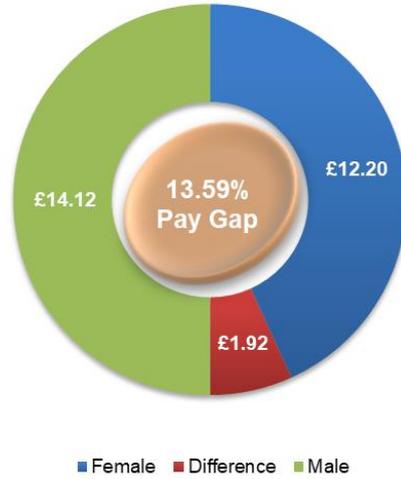
Gender	Employee's	%
Female	390	64%
Male	216	36%
Grand Total	606	100%

Key Points

- There are approximately two thirds female employees and one third male employees
- 238 female staff work part-time compared with 42 males. The gender pay information is calculated on a whole time equivalent salaries, however part-time rates tend to be lower paid than full time posts.
- 270 females at Band 2, compared with 85 males
- 52 females at Band 3, compared with 27 males
- Males occupy more of the higher bands

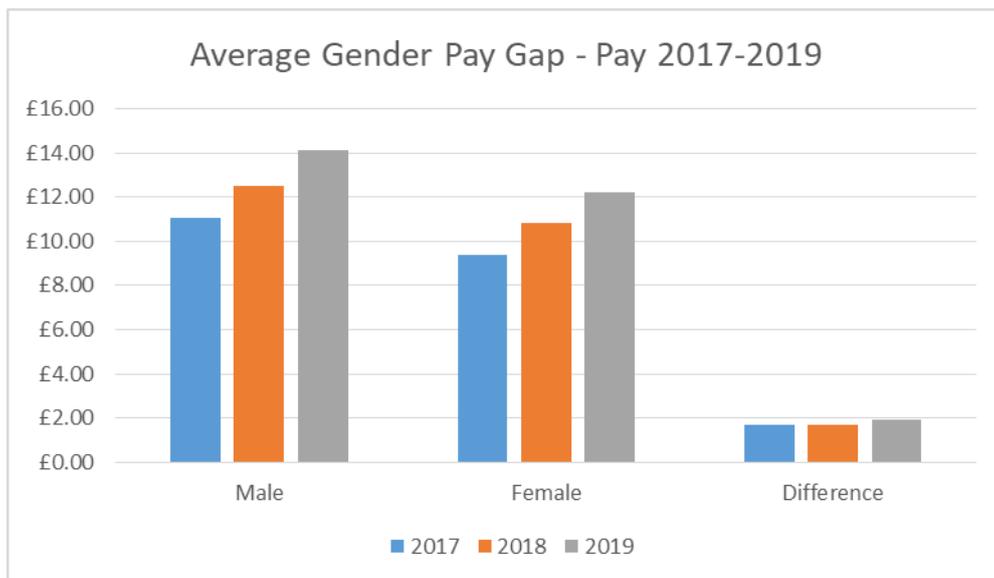
Gender Pay Gap In Hourly Pay

Average (Mean) Hourly rate



Gender	Avg. Hourly Rate		Median Hourly Rate	
Female	£	12.20	£	11.49
Difference	£	1.92	£	0.65
Male	£	14.12	£	12.14
Pay Gap %		13.59		5.34

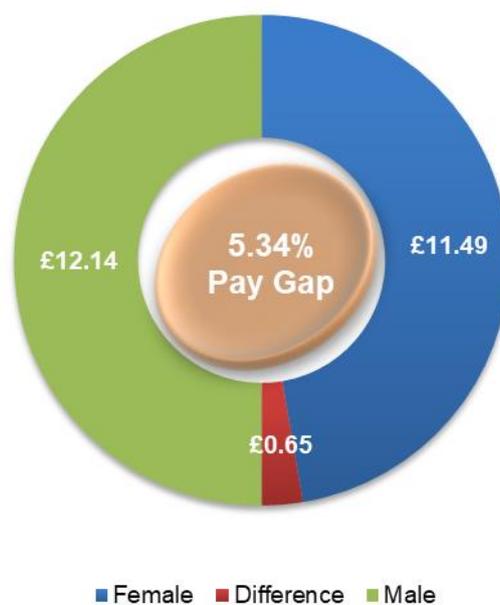
This chart shows a comparison of the average hourly rate for 2017, 2018 and 2019



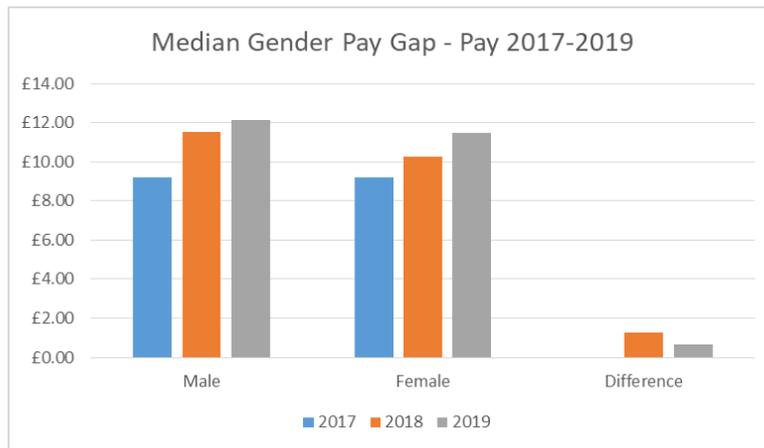
The mean (average) is the average of a set of values calculated by adding together all of the values and dividing by the total number of values. The mean hourly rate is calculated by adding together the hourly rate of each employee and dividing by the number of employees in the group.

The figure measures the difference between the mean hourly rate of male full-pay employees and that of female full-pay employees.

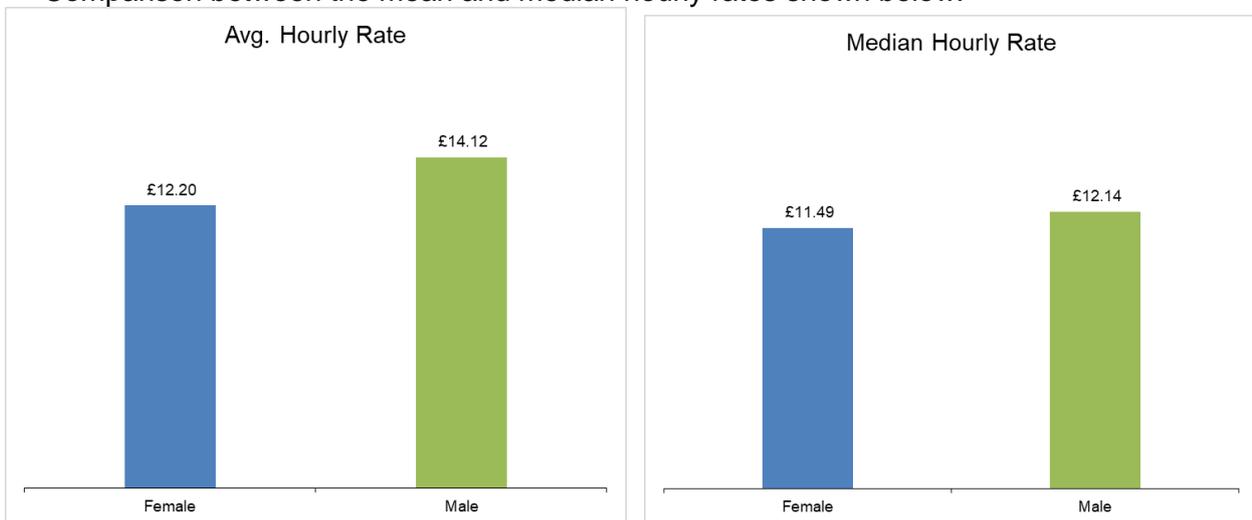
Median Hourly Rate



This bar chart shows comparisons between median hourly rates for 2017, 2018 and 2019.



Comparison between the mean and median hourly rates shown below.

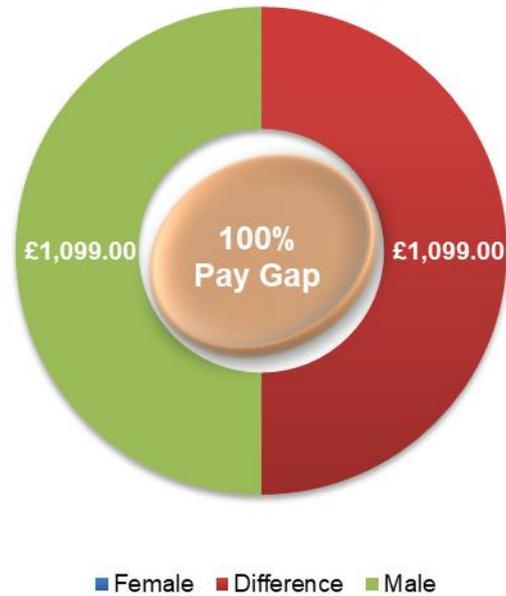


Key points

- The median pay gap is the difference between the middle value of pay for all men and the middle value of all pay for women.
- The median hourly rate has significantly reduced from 11.21% in 2018 to 5.34% in 2019. This is due to a reduction in male enhanced hours worked (down 902 hours).
- The average gender pay gap is 13.59% meaning men are paid 13.59% higher than women. This is slightly higher than the 2018 rate of 13.35%.
- This is reflective of the workforce composition, whereby there are greater number of female staff in lower banded posts and a higher number of males in higher banded posts.
- As at 5 April 2019 521 staff on Agenda for Change terms and conditions, 8 staff on non-Agenda for Change local pay (1 female, 7 male) and 72 on NTWS local pay (41 female and 31 male).

Bonus Gender Pay Gap

Average Mean Bonus Pay



There were no bonus payments made in 2017 – 2018

Median Bonus Pay



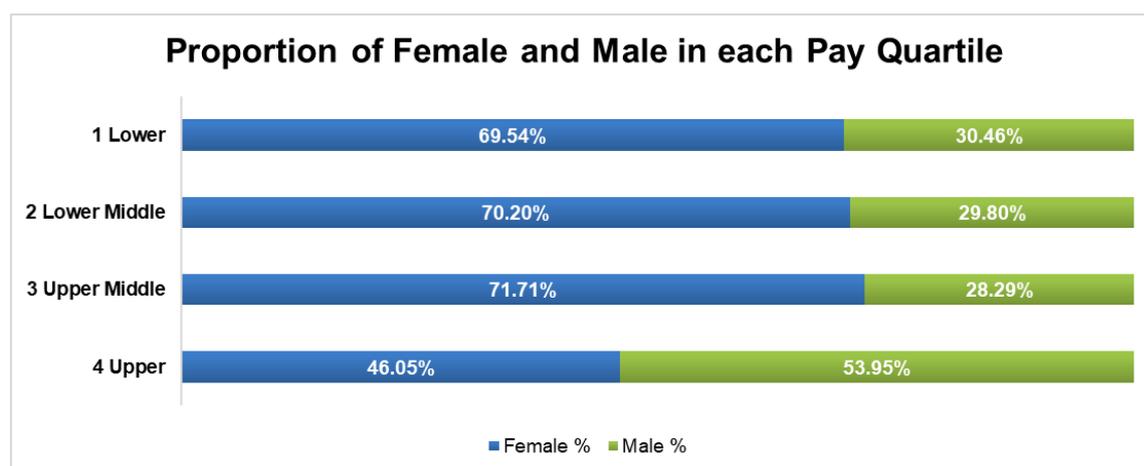
Gender	Avg. Bonus Pay	Median Bonus Pay
Female	£ -	£ -
Difference	£ 1,099.00	£ 1,099.00
Male	£ 1,099.00	£ 1,099.00
Pay Gap %	100.00	100.00

Key Points

- The bonus payment was an ex-gratia payment paid to one male as a one off payment.

Proportion of male and females in each pay quartile

Quartile	Female	Male	Female %	Male %
1 Lower	105.00	46.00	69.54%	30.46%
2 Lower Middle	106.00	45.00	70.20%	29.80%
3 Upper Middle	109.00	43.00	71.71%	28.29%
4 Upper	70.00	82.00	46.05%	53.95%



Key Points

- In order to create the quartile information all staff are sorted by their hourly rate of pay. The list is then split into 4 equal parts, where possible.
 - 69.54% of females are in the lower quartile compared with 30.46% of males.
 - 70.20% of females in lower middle quartile compared with 29.80% of males.
 - 71.71% of females in upper middle compared with 28.29% of males.
 - 53.95% of males in upper quartile compared with 46.05% of females.
- The profile reflects the over representation of female staff working in lower banded posts primarily as domestic staff and the 29

Actions to Remove the Gender Pay Gap in 2018 were outlined as:

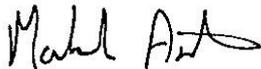
NTW Solutions is committed to addressing the gender pay gap and is undertaking a range of actions to reduce this including:

- Continue to review our recruitment processes to ensure recruitment through a variety of channels and non-traditional sources, ensuring equality issues are highlighted and addressed at every stage.
- Continue to actively support women returning to work following maternity or adoption leave.
- Continue to ensure that women have equal opportunity and support to develop their career.
- Engage with staff about gender issues, discussing this report and any actions which may arise.
- The Trust has signed up to The Quality & Human Rights Commission “Working Forward” campaign to support pregnant women and new parents. Under the SLA Solutions staff, as part of the Group, will be able to access the support and resources provided by this campaign and the Group’s commitment to it.

Declaration

We can confirm that our data has been calculated nationally via the NHS Employee Staff Record (ESR) system according to the requirements of The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

We confirm that the gender pay calculations, data and assertions in this document have been assured by the Company Board.



Name: Malcolm Aiston
Title: Managing Director



Name: Peter Studd
Title: Chair