

Gender pay gap report

NHS Devon Integrated Care Board (ICB) was established on 1 July 2022 when it replaced NHS Devon Clinical Commissioning Group. This is NHS Devon ICB's first gender pay gap report.

What is a gender pay gap report?

Gender pay reporting legislation requires employers with 250 or more employees to publish statutory calculations every year showing the pay gap between their male and female employees.

The gender pay gap is the difference in the average pay between all men and women in a workforce.

It is important to note that gender pay reporting is different to equal pay - equal pay deals with the pay differences between men and women who carry out the same jobs, similar jobs or work of equal value. It is unlawful to pay people unequally because they are a man or a woman.

As an NHS organisation, pay and conditions at the ICB are determined by Agenda for Change and job evaluation. This ensures that roles of equal value receive equal remuneration. The ICB is confident therefore that its gender pay gap does not stem from paying men and women differently for the same or equivalent work.

The gender pay gap indicators

An employer must publish the following 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 and females receiving a bonus payment
- Proportion of males and females when divided into quartiles from lowest to highest pay.

NHS Devon ICB – 31 March 2023

Average gender pay gap

Hourly rate	Male	Female	Difference (%)
Mean average	£32.76	£23.25	29.0%
Median average	£24.82	£19.32	22.2%

Average bonus gender pay gap

NHS Devon did not make any payments to staff which meet the bonus criteria. The average bonus gender pay gap is zero. The proportion of males of females receiving a bonus payment is zero.

Gender proportions by quartile pay band

	Male	Female
Lower	13.8%	86.2%
Lower middle	17.0%	83.0%
Upper middle	28.9%	71.1%
Upper	40.1%	59.9%

NHS Devon ICB workforce composition

Band	Male	Female
Band 2	22%	78%
Band 3	14%	86%
Band 4	13%	87%
Band 5	10%	90%
Band 6	18%	82%
Band 7	31%	69%
Band 8	31%	69%
Band 9	53%	47%
Clinical	39%	61%
VSM & Board	62%	38%
Overall	26%	74%

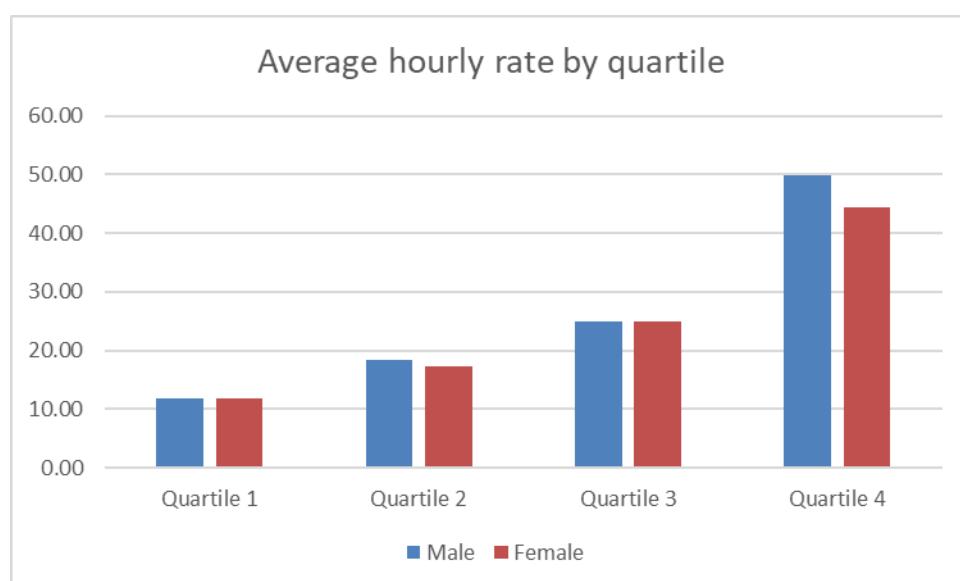
The current gender split within the overall workforce is 74% female and 26% male.

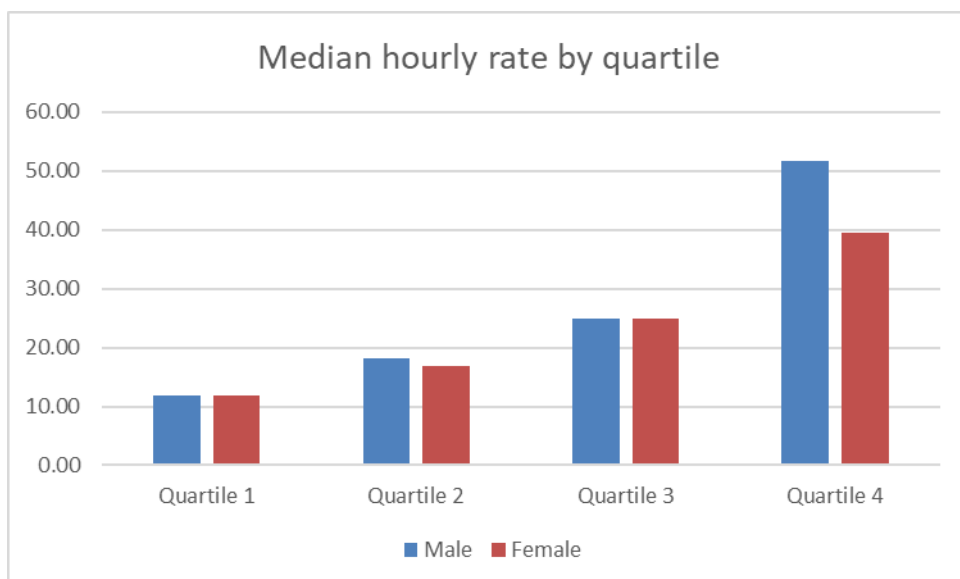
Commentary

The table below shows how the gender pay gap at NHS Devon ICB, and its predecessor organisations, has fluctuated since 2017. In general, the gender pay gap has reduced over time.

Organisation	Year	Mean (%)	Median (%)
NEW Devon CCG	2017	35.8	40.7
	2018	33.6	39
	2019	32.9	37
NHS Devon CCG	2020	30.0	30.2
	2021	29.2	26.7
	2022	25.5	23.2
NHS Devon ICB	2023	29.0	22.2

In March 2023, the median gender pay gap continued to decrease but, for the first time, there was an increase in the mean gender pay gap. The following charts show average and median pay rates by gender and quartile.





The charts illustrate that, in the first three quartiles, pay rates are reasonably similar between men and women. The differential in pay rates is significantly higher in quartile 4 than the other quartiles. Quartile 4 is the highest paid staff in the organisation.

Actions

In common with all ICBs, NHS Devon is planning for a period of significant organisation change which will take place in 2023 and 2024. This will likely have an impact on the composition of NHS Devon ICB's workforce and its gender pay gap.

In the forthcoming year, the ICB will commit to:

- Ensure open, and transparent recruitment practices at all levels, with a particular focus at the highest paid levels of the organisation (quartile 4). Ensure that all staff who are involved in recruitment decisions have been trained and that selection panels are gender balanced as far as practicable
- Ensure that any recruitment agencies the organisation works with are required to demonstrate their position on improving equality and diversity.
- Continue the support and encouragement which is offered to staff to work flexibly at all levels of the organisation. Since January 2022, the organisation has supported over 85% of the flexible working requests it has received. Ensure that advertised roles are flexible with regard to hours, wherever possible.
- Continue to monitor and review staff survey indicators and exit interview data to identify and analyse any feedback from staff which could have an impact on the gender pay gap.