

Your NHS partner for **improving**  
health and **integrating** care.



**Midlands and Lancashire**  
Commissioning Support Unit

# Gender Pay Gap Report

*March 2024*

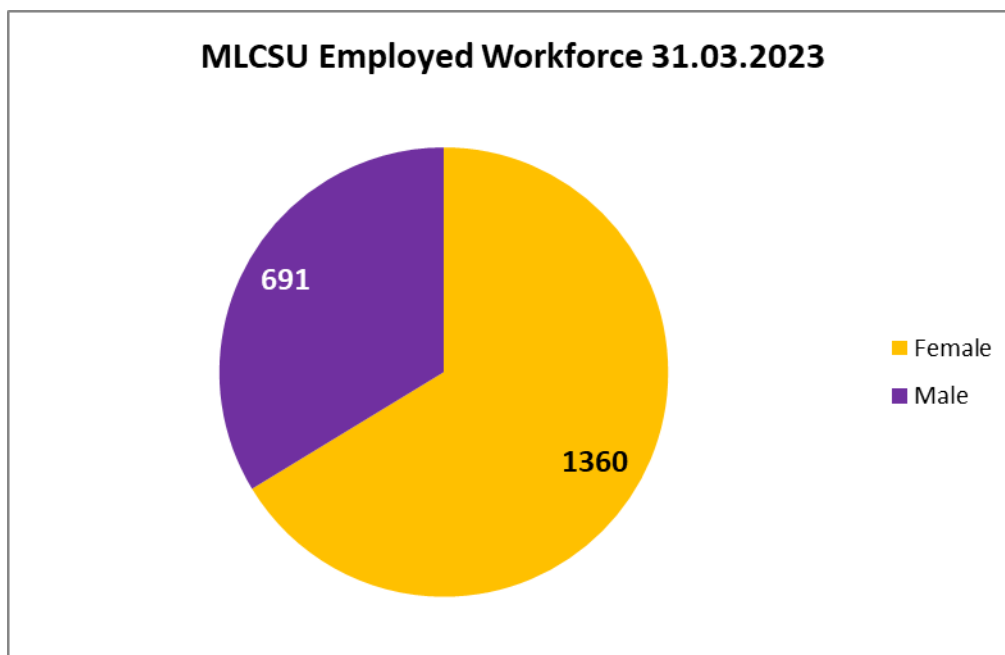
# Table of Contents

<i>Table of Contents</i> .....	2
<i>Introduction</i> .....	3
<i>Remuneration Policy</i> .....	3
<i>Gender Pay Gap as of 31<sup>st</sup> March 2023</i> .....	3
<i>What proportion of males and females are in each pay quartile?</i> .....	4
<i>What is our bonus gender pay gap?</i> .....	4
<i>What are we doing to close the gap?</i> .....	5

## Introduction

**Organisations with 250 or more employees are mandated by the government to report annually on their gender pay gap. The requirements of the mandate within the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017, are to publish information relating to pay for specific measures as detailed in this report.**

This report is based on the Government's methodology for calculating difference in pay between female and male employees, considering full pay relevant employees of NHS Midlands and Lancashire Commissioning Support Unit (MLCSU). As at the 31 March 2023, MLCSU employed 2051 people, comprising of 66% women and 34% men.



## Remuneration Policy

The Agenda for Change (AfC) evaluation system measures jobs, not individuals, against a structured framework. The scored process determines the pay band of a role, band 2 to band 9.

The remuneration framework of senior managers and directors is set through the Executive and Senior Managers (ESM) pay framework.

NHS pay is governed by HM Treasury's pay remit and subject to current public sector pay rules and pay restraints.

## Gender Pay Gap as of 31<sup>st</sup> March 2023

These are the MLCSU latest figures as of 31<sup>st</sup> March 2023 (see table 1). The figures for the previous year are provided (see table 2). The data presents a gender pay gap within MLCSU in both mean and median hourly rates. This is not the same as saying women and men are being paid differently for doing the same job.

Using both the mean and median measure, MLCSU has an observed gender pay gap of 12.44% as an average and 9.45% using a median average. For this year's pay gap there is an increase from the previous years results with a decrease of 1.54% (mean) and 1.78% (median).

**Table 1**

2022/2023 (Latest figures)	Average Hourly Rate (Mean) £	Median Hourly Rate £
Male	22.96	20.85
Female	20.11	18.88
Difference	2.85	1.97
Pay Gap %	12.44	9.45

**Table 2**

2021/2022	Average Hourly Rate (Mean) £	Median Hourly Rate £
Male	21.89	20.07
Female	19.51	18.53
Difference	2.38	1.53
Pay Gap %	10.90	7.67

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

Quartile	Female	Male	Female %	Male %
1 Lower hourly pay quartile	339	121	74%	26%
2 Lower middle hourly pay quartile	362	187	66%	34%
3 Upper middle hourly pay	346	157	69%	31%
4 Upper hourly pay quartile	288	225	56%	44%

51% of the population of England are female, 56% of MLCSU staff in the upper pay quartile are women. However, the majority of workers in lower quartile (lowest paid) jobs are also women. Males are more highly represented in higher paid jobs.

Overall, in MLCSU, women occupy 56% of the highest paid jobs and 74% of the lowest paid jobs and men occupy 44% of the highest paid jobs and 26% of the lowest paid jobs.

Where Census 2021 data tells us that 51% of the population of England are female, 66% of the MLCSU workforce was made up of female employees.

As of 31 March 2023 MLSCU had 11 Board Members, six who are female and five who are male.

## What is our bonus gender pay gap?

There are no male or female workers in receipt of bonus payments in MLCSU.

MLCSU does not have a bonus gender pay gap. MLCSU has not paid bonuses to its employees, despite provision to do so as part of ESM pay arrangements. There is no scope for bonus payments within the Agenda for Change terms and conditions of service.

## **What are we doing to close the gap?**

MLCSU is committed to addressing the gender pay gap and is undertaking a range of actions to reduce the gap and ensure an equal and inclusive workplace:

- Continuing to invest in Equality, Diversity, and Inclusion.
- In 2023 we appointed an Equality, Diversity, and Inclusion Board Advisor, creating the role of EDI Board Advisor was an important action for our organisational development plan to ensure MLCSU is an Attractive, Caring and Equitable organisation, where everyone achieves their potential and is supported to thrive. The EDI Board Advisor will provide support and challenge to MLCSU as it progresses its work to be a more inclusive organisation.
- In 2023 / 2024 we have reviewed our inclusive approaches to recruitment and talent management.
- Providing our workforce with greater flexibility to carry out their role.
- Offering a range of flexible working options.
- Having transparency in promotion, pay and reward processes.
- Driving a culture to support belonging.
- Responding to staff surveys, with action, to make improvements.
- Supporting the development and growth of our local Staff Networks.



## Get to know us or get in touch.

Twitter: [@mlcsu](https://twitter.com/mlcsu)

Facebook: [@Midlandsandlancs](https://www.facebook.com/Midlandsandlancs)

LinkedIn: [Midlands and Lancashire Commissioning Support Unit](https://www.linkedin.com/company/midlands-and-lancashire-commissioning-support-unit)

[midlandsandlancashirecsu.nhs.uk](https://midlandsandlancashirecsu.nhs.uk)