LNC Chairs (England)

1 September 2017

Gender pay gap reporting: obtaining medical workforce data

Dear colleague,

New regulations came into force earlier this year, requiring all public sector employers, including NHS trusts, to publish their gender pay gap. The gender pay gap shows the difference between the median hourly pay of men and women employees. If an organisation has a pay gap of 15 per cent this means that women employees’ average earnings are 15 per cent less than men’s.

All public sector employers in England employing 250 or more staff will have to publish this figure annually on their website. It must be accessible to employees and the public. They have until 30 March 2018 to publish the first set of data. The report must also be uploaded to a Government website. They are also encouraged to produce a narrative report alongside the data, identifying what action they are planning to take to reduce any pay gap.

The gender pay gap has to be calculated for an employer’s whole workforce. There is no legal requirement to break the information down by occupation. However, it should be possible for a trust to calculate the gender pay gap for doctors, once it has collected all employees’ hourly earnings data by gender. So please request this from your Trust. This will help to tackle the distinct issues underpinning the gender pay gap in medicine and help to monitor progress.

Gender pay gap reporting is a good opportunity to ask employers about what work is being done to address the reasons why women earn less on average than men – for example,

- help with accessing out of hours, affordable childcare,
- providing enhanced support for less than full time trainees,
- offering training and mentoring opportunities to help women progress to more senior posts.

LNCs are key partners in extracting this local workforce data and we would appreciate your help in requesting this information. We have produced a template letter as a suggestion of what you could use to write to your NHS trusts. IROs can also help with this. If you receive any response and/or data we would appreciate you sharing it with us, by emailing info.eic@bma.org.uk
Please see the BMA’s briefing on gender pay gap reporting for more information on the gender pay gap reporting regulations. If you have any questions about this please contact Clare Woodford, senior policy advisor in the BMA’s Equality, Inclusion and Culture team: cwoodford@bma.org.uk

Thank you for your help and cooperation.

Kind Regards

[Signature]

Deputy Chair (elect) BMA UK Consultant’s Committee