

Gender pay gap Report 2019



Our results

In 2019 we began work on reviewing the way we pay our people. Through this work we have reduced our average equal pay to 0.3 percent (a decrease of 0.4 percentage points on our 2018 result).

The full outcome of this work will not be seen until our 2020 report. This is because changes approved in October and back paid to April won't have benefited colleagues that left during that period.

Our median pay gap is now 12.6 (4.8 in 2018) and our mean pay gap is 3.9 (1.6 in 2018). Although this is disappointing we are clear that this has happened because of a 4 percent shift in females joining us in the lower quartile and 2 percent of males joining us in the upper quartile.

It is where our male and female colleagues can be found in our grading structures that we must now improve. We are committed to improving our gender pay gap by continuing to look at how we increase females in our higher salary roles.



It is frustrating that there has been an increase in both the median and mean pay gap. However, when we compare ourselves to other employers, NMC is statistically one of the best in the country. There is some reassurance in the comparison to others but we are not complacent.

Below is a comparison of our 2019 results to the average gap for all employers in the 2018 gender pay gap submission (10,814 employers):

| | | | | |
|--------------------------------------|-------|-----|--------|---------------------|
| Mean Gender Pay Gap (2018 average) | 15.2% | NMC | -11.3% | ↓ Percentage points |
| Median Gender Pay Gap (2018 average) | 14.3% | NMC | -1.7% | ↓ Percentage points |

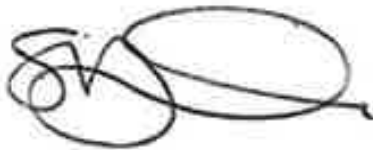
We want our people to thrive and have the best experience working with us. We are committed to being an inclusive employer and we encourage flexible and agile working arrangements that support everyone to build a career and achieve balance with what is important in their personal life.

We are committed to equal employment opportunity regardless of race, colour, religion, sex, national origin, sexual orientation, age, marital status, pregnancy, maternity, disability, or gender identity.



We believe that a healthy work-life balance is important for all our colleagues and in 2020 we will continue to invest in practices and technology that increases the opportunity for agile working and increase opportunities for flexible working hours. We are also reviewing our process around recruitment and career progression, to ensure the equality of opportunity and continue our work on removing unconscious bias from the recruitment process.

I confirm that the figures contained in this report have been verified and checked thoroughly to ensure complete accuracy.

A handwritten signature in black ink, appearing to read 'SD', is located below the text. The signature is stylized and cursive.

Sarah Daniels
Director Of People and Organisational Development

Why do we publish?

All employers with 250 or more employees are required to publish their gender pay gap data every year under new legislation that came into force in April 2017. The data must be provided for the snapshot date of 5 April 2019.

This is the third year the NMC has been required to publish its results.

What does the NMC have to do?

To comply with regulation we have to provide:

- 1) the mean gender pay gap
- 2) the median gender pay gap
- 3) the mean bonus gender pay gap
- 4) the median bonus gender pay gap
- 5) proportion of males receiving bonus
- 6) proportion of females receiving bonus
- 7) the proportion of males and females in quartile bands.

We must also:

- publish our gender pay gap data and a written statement on our public-facing website
- report our data to government online – using the gender pay gap reporting service



How does 2019 compare to 2018

| NMC | 2018 | 2019 | Difference (Percentage Points) |
|--------------------------|------|-------|-----------------------------------|
| Mean Gender pay gap | 1.6% | 3.9% | ▲ +2.3% |
| Median Gender pay gap | 4.8% | 12.6% | ▲ +7.8% |
| *Mean Gender bonus gap | 0% | 0% | 0% |
| *Median Gender bonus gap | 0% | 0% | 0% |
| *Males receiving bonus | 0% | 0% | 0% |
| *Females receiving bonus | 0% | 0% | 0% |

*The NMC doesn't pay bonuses to any employees

In summary:

- Mean pay gap **3.9%** increased by **2.3%** vs 2018
- Median pay gap **12.6%** increased by **7.8%** vs 2018

The NMC does not run a bonus scheme (and did not do so in 2018 or 2017).



2019 results

Mean pay gap 3.9% ↑ Up 2.3% vs 2018

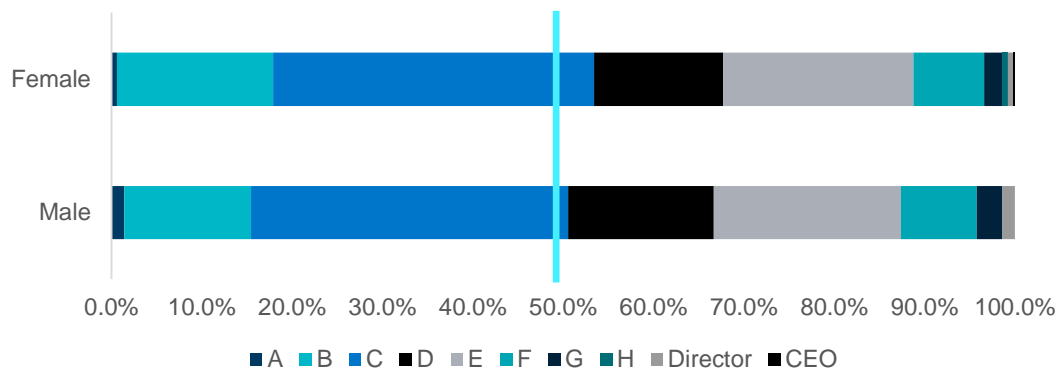
This increase has been driven by the 2% increase in the distribution of male employees in the top 6 pay grades (8 male employees) at the NMC and only a 1% increase in the number of females in the top 6 pay grades.

There has also been a 4% increase in the number of female employees in the lower quartile of pay.

Median pay gap 12.6% ↑ Up 7.8% vs 2018

As with the median this is driven by the increase in female employees in the lower quartile of pay. For the third year in a row the median male and female employee were in the same grade. The increase has occurred due to the male and female employees having different roles within the same band. The male employee is being paid at the top of the pay range and the female employee being paid slightly above the middle of the pay range.

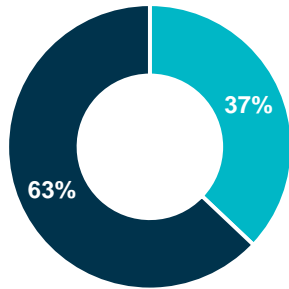
Grade by Gender Distribution



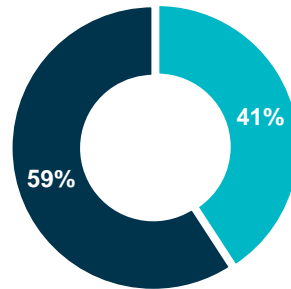
| Pay Level | Male | Female |
|-----------|------|--------|
| CEO | 0 | 1 |
| Director | 4 | 3 |
| H | 0 | 3 |
| G | 8 | 10 |
| F | 24 | 39 |
| E | 59 | 105 |
| D | 46 | 71 |
| C | 100 | 177 |
| B | 40 | 86 |
| A | 4 | 3 |

2019 results – pay quartiles

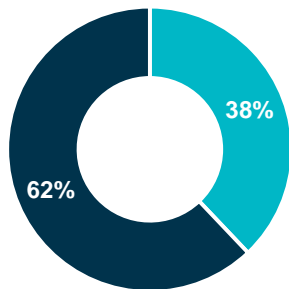
Upper Quartile



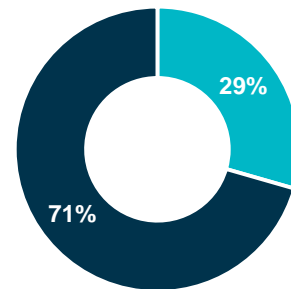
Upper Middle Quartile



Lower Middle Quartile



Lower Quartile



Female Male

Overall the proportion of genders has remained the same as 2018:

64% Female
36% Male

However there were small changes in the quartiles compared to 2018:

- UQ- 2% Increase in Males
- UMQ- 2% Increase in Females
- LMQ- 8% Increase in Males
- LQ- 4% Increase in Females



Thank you