

Gender Pay Gap Report 2018

The government requires businesses such as NHS Property Services to publish pay and bonus metrics to show what gaps exist between men and women's pay. This is the second year that the report has been produced.

The gender pay gap is a highly complex subject with many contributing factors and it remains a prominent topic on our agenda and action plan. We continue to be committed to being a fair employer

by supporting both men and women within our business and we are actively seeking to make improvements and narrowing our gender pay gap across a very diverse range of roles, from frontline service to the chief executive.

Two thirds of our employees are women and we want them to be able to progress their careers with us along with any new talent that we recruit. We have strong representation of women in senior positions across various functions.

Gender Pay Gap Results

Our metrics below are made available publicly and compiled in accordance with government requirements*:



Number of Eligible Reporting Staff

March 2017



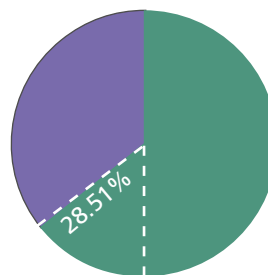
4,422

March 2018

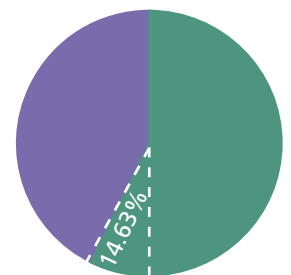


3,908

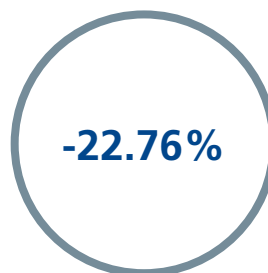
Mean Average Gender Pay Gap



Median Average Gender Pay Gap



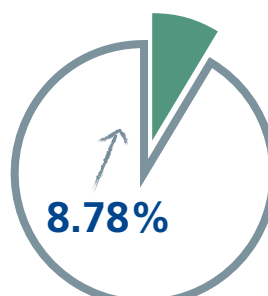
Mean Average Gender Bonus Gap**



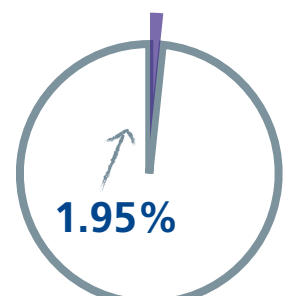
Median Average Bonus Pay Gap***



Proportion of Men Receiving a Bonus



Proportion of Women Receiving a Bonus



* NHS Property Services April 2018 data snapshot
 ** Mean average bonus for men was less than for women
 *** Median average bonus for men was 4.13% higher than women

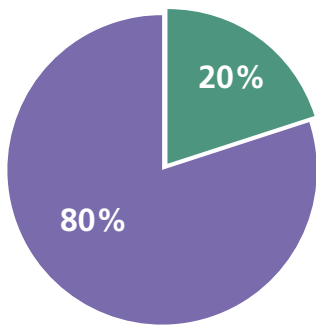
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Pay Quartiles

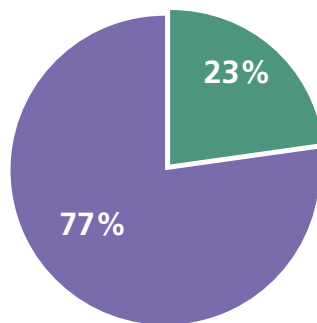
The pie charts below show the distribution of men and women if we were to put all employees in order of earnings, then split them equally into four quartiles. This shows the percentage of men and women in each quartile and the distribution of men and women in relation to earnings.



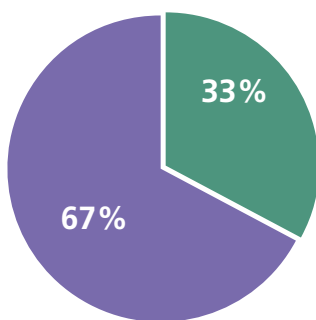
Quartile 1
(lowest paid staff)



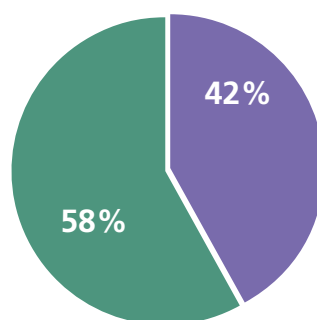
Quartile 2



Quartile 3



Quartile 4
(highest paid staff)



Our results

NHS Property Services is committed to reducing its Gender Pay Gap and our intention is to improve both the mean and median by 5% by 2020. We will continue to closely monitor performance against all metrics. This is expected to be achieved through active recruitment initiatives, succession planning and positive policy review.

We have seen positive progress with regards to our median reducing by 4.6% in the last year but our mean has increased by 2%. This reflects the change in the mix of our workforce as a result of a number of TUPE transfers in and out of the organisation, between the two reporting periods.

Elaine Hewitt
Chief Executive Officer