

## SCCL 2021 Gender Pay Gap Report

### Introduction

Supply Chain Coordination Limited (SCCL), the management function of NHS Supply Chain, aim is to create an environment where colleagues feel motivated to come to work and feel able to grow. We are committed to eliminating unlawful discrimination and promoting equality of opportunities for all SCCL colleagues.

We aim to ensure that no job applicants, colleagues, contractors, or customers receive less favourable treatment on any grounds.

We are confident that our colleagues are rewarded equitably through several measures including:

- A pay management policy that is consistently applied and regularly reviewed.
- Ensure that all salaries comply with national legislation and statutory entitlements.
- Annual salary review process encompassing a process to ensure consistency across the organisation.
- Job evaluation tool in place to support a fair and equitable pay structure based on the role requirements and no other characteristic.
- For our Agenda for Change colleagues, we have honoured the 3-year pay deal that was in place when colleagues TUPE transferred into SCCL.

### What is a gender pay gap?

The gender pay gap is a measure that shows the difference in average earnings (mean or median) between men and women across the organisation.

Gender pay gap	
Mean (average) 11.7%	Median (middle) 13.9%

### Proportion of males and females per earnings quartile

The highest variances in our pay quartiles are in the upper quartiles and lower quartile. This is the result of the roles in which males and females work within the organisation and the salaries that these roles typically attract.

#### Upper



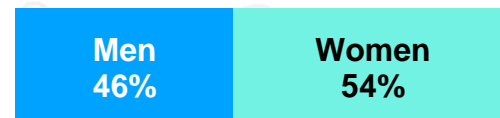
#### Upper middle



#### Lower



#### Lower middle



**Statement:** I confirm the information and date provided is accurate and in line with mandatory requirements.

**Lorraine Nicholls**  
Human Resources Director

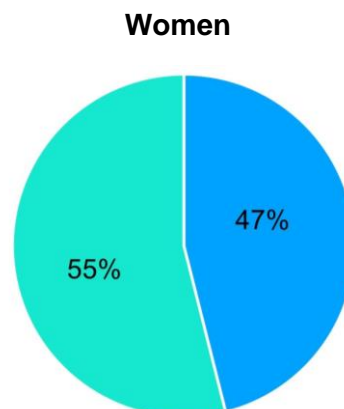
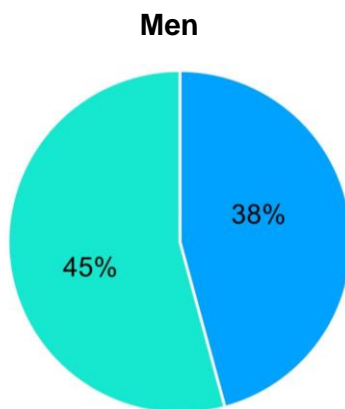
# Supply Chain Coordination Limited

## Proportion of colleagues in SCCL who received a bonus

In the 12 months preceding to the “snapshot date”, 38% of the male population received a bonus, compared to 47% of the female population. A higher proportion of females received a bonus payment although the male median bonus payment was higher than female.

An annual performance-related bonus scheme was introduced in April 2019, which is applicable to all colleagues, except for those on protected AfC terms and conditions (~28 employees). There is also an eligibility criterion within the bonus scheme rules and colleagues who did not meet the criteria will not have received a bonus payment. We are confident that we have a fair and robust bonus scheme in place that does not discriminate between men and women.

Bonus pay gap	
Mean (average) 24%	Median (middle) 14.5%



■ Received bonus ■ Total population

■ Received bonus ■ Total population

## Supporting Information

Some of the steps SCCL have taken to advance gender pay and awareness include:

- All new roles within SCCL have a full review including reviewing the salaries of those of the same grade and similar role, where possible we hire within the same salary parameters to ensure equal pay between men and women.
- Using structured interviews that the same questions of all candidates in a pre-determined order and format. Those responses are then graded using an objective criterion which reduces the impact of any unconscious bias.
- Support for colleagues prior to, during and on return of maternity leave in particular offering enhanced maternity pay to encourage women to take time off without being at a financial detriment as well encouraging women to return to work following their leave.
- Refreshing our equality, diversity and inclusion strategy and action plan.

## Conclusion

A number of external factors have contributed to the change in our gender pay gap however we acknowledge that there is room for improvement. SCCL was subject to the public sector pay pause in 2021 and were unable to apply an annual salary award to colleagues. We have also grown as an organisation and as detailed above we have seen an increase in males in the upper pay quartile compared to females.

The variance in our pay quartile ranges is the result of the roles in which males and females work within the organisation and the salaries that these roles attract. Although we remain below the national and sector averages, our focus will be to deliver a range.

**Statement: I confirm the information and date provided is accurate and in line with mandatory requirements.**

**Lorraine Nicholls  
Human Resources Director**