

SCCL 2022 Gender Pay Gap Report

Introduction

Supply Chain Coordination Limited (SCCL), the management function for NHS Supply Chain, aims to create an environment where colleagues feel motivated to come to work and feel able to grow. SCCL is committed to eliminating unlawful discrimination and promoting equality of opportunities for all SCCL colleagues. SCCL respects diversity and continues to promote a culture which allows each colleague to succeed regardless of nationality, gender, sexual orientation, or age. Ensuring no job applicant, colleague, contractor, or customer receives less favourable treatment on any grounds.

SCCL is confident that its 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 Agenda for Change colleagues, the three-year pay deal that was in place when colleagues TUPE transferred into SCCL is honoured.

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%	Median (middle) 13.6%

Quartile analysis of hourly rates

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

Compared to 2021, there has been an improvement in the male and female split with a 6% increase in females in the upper quartile and 4% increase across both male and female in the lower quartile.

Lower



Lower Middle



Upper Middle



Upper



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

Lorraine Nicholls,
People and Engagement
Executive Director

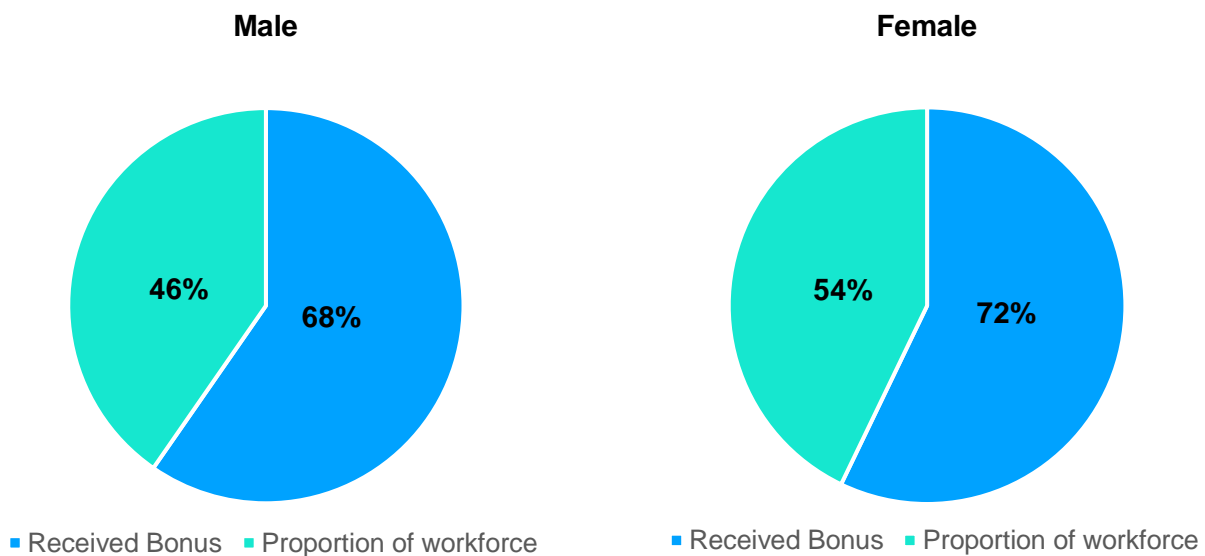
Supply Chain Coordination Limited

Proportion of colleagues in SCCL who received a bonus

In the 12 months preceding to the “snapshot date”, 68% of the male population received a bonus, compared to 72% 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 (~25 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. SCCL is confident of its fair and robust bonus scheme and that it does not discriminate between men and women.

Bonus pay gap	
Mean (average) 21%	Median (middle) 16%



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 and appointed an EDI/Health and Wellbeing HR Partner to drive enhancement.

Conclusion

SCCL is pleased with the decrease in both the median pay gap and mean bonus pay gap and is a positive indicator that the measures we have implemented are making a difference. However, we acknowledge that there is still room for improvement and will continue to strengthen our focus here.

SCCL continues to grow as an organisation in line with its target operating model ambition and achieving equity across pay for colleagues is a key enabler. As a result of growth to date, SCCL has seen an increase in females in the upper quartile. SCCL continues to take action to improve its pay quartile demographic and explore best practice across the sector and beyond.

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Lorraine Nicholls,
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Executive Director