



Department
of Health &
Social Care

Gender pay gap implementation panel

The purpose of the Implementation Panel is to oversee, direct and support the implementation of the recommendations that have emerged from the Gender Pay Gap in Medicine Review (GPGMR).

Key dates in year 1



December 2020

Gender Pay Gap in
Medicine published.

May 2021

Professor Dame
Jane Dacre appointed
as independent
Panel Chair.

September 2021

First Implementation
Panel meeting,
first annual work
programme agreed.

October 2022

2nd year kick off
meeting.

Successes in year 1



ACCIA Success

Reform of National Clinical
Impact Awards: embedding
learning from the report and
including changes which
should see a greater diversity
of applicants.

SAS success

Successful negotiation of a
new Specialty doctor
contract: the new T&C's
include shared parental leave
and a reduction in pay points.

Flexible working

Improvements to the flexible
working offer through the
NHS People Plan.

Ambitions for year 2

Improvements for less than full time (LTFT)



- To minimise the impact of LTFT on career progression by focusing on quality rather than time served.
- Reduce the disparities across specialities for incentivising taking LTFT.
- Encourage more men to take LTFT to even out caring responsibilities. By reducing this stigma, we can reduce the pressure on women to take LTFT who work to accommodate caring responsibilities.
- Create a safer environment for those choosing to take LTFT when re-joining the workforce.

Recruitment and Promotion Practice

- Ensure more gender balance on shortlists.
- NHS Competency framework guidance for the development of all leaders at board level.
- Ensure higher quality leadership development for all managers throughout their career.
- NHSE is developing an NHS EDI workforce plan which will include specific actions and expectations to embed inclusive and fair recruitment and promotion practices in organisations, to address under-representation and talent management across all protected characteristics'.

Education and Training

- Health Education England's review into medical education and training reform, specifically how assessments are carried out.
- GMC's work on challenging stereotypes to ensure they are not perpetuated. This work will support staff as they progress through each stage of their education and training, informing their academic opportunities and speciality choice.

www.gov.uk/government/publications/independent-review-into-gender-pay-gaps-in-medicine-in-england



Partners on the panel:

