





Enfield Nurse

2018

Hourly Pay 	Mean 3.6%	Proportions by Gender		
	Median 9.9%			
Bonus Pay 	Mean 42.1% Median 37.0%	Receiving Bonus	0.4%	0.5%
		Upper Quartile Pay Band	32.0%	68.0%
		Upper Middle Quartile Pay Band	24.0%	76.0%
		Lower Middle Quartile Pay Band	23.8%	76.2%
		Lower Quartile Pay Band	18.3%	81.7%

The gender gap is not the same as equal pay. Equal pay ensures that men and women doing the same job are paid the same, the gender gap shows the difference in the average pay of men and women in the entire workforce.

The small gap at 3.6% mean is well below the national average of 8.6% (Office of National Statistics 2018). We are on target to completely eliminate the gap over the next two years.

The gap in bonus payments is impacted by including the Managing Director's, who is male, being included in the overall figures. Bonus payments remain under review.