# Your questions answered

## What’s the Review about?

The Independent Review is examining the gender pay gap in medicine. It will apply research techniques from econometrics and social sciences to a wide range of data sources to analyse the gender pay gap, with a view to identifying its causes and proposing practical actions that can be taken to close the gap.

## Who are the Review team and how were they chosen?

The Review was launched in May 2018 by the then Secretary of State for Health and Social Care, the Rt Hon Jeremy Hunt MP, and is led by Professor Dame Jane Dacre.

An invitation to tender was advertised through the Department’s open tendering process. Professor Carol Woodhams, from the University of Surrey, brought together a team of experts put in the successful research bid. In combination, the members of the research team have a wealth of academic, organisational and practical experience of gender pay gap issues both within and without the NHS. You can read about the members of the review team on ‘Who we are’ [*internal link needed here*].

The team has extensive experience in analysing the gender pay gap, and has previously carried out statistical analyses of pay data from a number of NHS Trusts. This previous work, while providing much useful information, was limited by not covering all NHS doctors. It also had insufficient data to expose reasons behind pay gaps. The Review will approach these knowledge gaps by applying both quantitative and qualitative methods to investigate psychological, sociological, cultural, institutional and organisational causes of the gender pay gap in medicine.

## How does the Review go about its work?

Professor Dame Jane Dacre leads the Review and reports to the Secretary of State for Health and Social Care, the Rt. Hon Matt Hancock MP. Dame Jane is supported by a Steering Group comprising representatives of the Royal Colleges, the BMA, and other medical bodies. A wider Stakeholder Group will meet twice to receive progress reports and input to the Review.

The Review itself has been broken down into three separate projects:

* A summary of evidence which will consider what is already known about the gender pay gap in medicine.
* A quantitative review of gender pay gaps, analysing the constituent factors that create and sustain gender pay gaps, extrapolating the consequences of the gap for career development and retirement.
* Interview data obtained from telephone interviews and focus groups, plus a large-scale self-report survey of doctors.

## When will the findings of the Review be available?

Originally it had been intended that the review would be concluded by the end of 2018, but owing to the length of time it has taken to obtain the extensive amount of data needed to support the statistical analyses of the gender pay gap, we now expect the end date to be around Easter 2019.

## Who will be responsible for implementing the recommendations coming out of the Review?

Dame Jane Dacre will direct her recommendations towards those people and organisations best placed to take the actions necessary to close the gender pay gap in medicine, but at this early stage it’s not possible to say who the recommendations will be aimed at. The Government has committed to act upon the Review’s recommendations.

## Will the Review be looking at evidence from other countries?

In part. The electronic staff record data analysis is confined to England only, however the survey will be sent to doctors all over the UK and findings analysed in order to compare regions.

## What about medical specialisms and sub-specialisms? Will the data analyses be able to get down to this level?

Yes. We are able to make comparisons across and within medical specialisms and sub-specialisms and we are able to include medical academics and GPs. Data quality in the case of GPs and especially Public Health doctors is not as comprehensive, so findings and recommendations will take account of these limitations.

## What sources is the team drawing on for the data analysis?

The team is drawing on a range of sources. These include NHS Digital for England, HMRC, Higher Education Statistics Agency, and information about Clinical Excellence. They have conducted interviews with 30 male and female medics in a mix of specialties and career stages. They are administering a large-scale survey across the profession. Everyone who gives personal information is guaranteed anonymity.

## What factors contribute to the gender pay gap in medicine?

This question goes to the core of the Review team’s work, and the final report will set out its findings in detail. However, the causes may well include the distribution of men and women in the various medical roles, the different allocation of Clinical Excellence Awards to these roles, the unequal distribution of men and women in leadership roles, and the way in which the pay system itself operates. The team will also be looking at the impact of different patterns of engagement, such as less than full-time working, and the taking of career breaks.

Previous commentators have suggested that the gender pay gap is due to cohort effects and that as women progress through the medical hierarchy, their pay will equalise. The team will be asking if the evidence supports this contention, or if, in fact, the gender pay gap endures across generations.

## What about equal pay? Can the findings of the Review be used to identify equal pay claims?

No. The Review is looking at the gender pay gap, which means that it is dealing with aggregated (and anonymised) pay data. It is not looking at the kind of individualised pay data that could be used to identify equal pay issues.