

13 December 2022

Cost of Producing an Annual Gender Pay Gap Report

This is an information request relating to the cost of producing an annual gender pay gap report. Please include the information for each of the following periods; 2019-20; 2020-21, 2021-22:

- **The cost of producing each gender pay gap report, including a breakdown of the cost such as the number of FTE staff working on the report and any costs involved with design, printing, distribution**

The requirement for Gender Pay Gap reporting in Northern Ireland is set out in [Section 19 of the Employment Act \(Northern Ireland\) 2016](#). Section 19 specified that, no later than 30 June 2017, detailed regulations were to be published which would contain the details, such as who should be counted and what amounts to “pay” under the regulation.

However this did not progress and was not a requirement owing to the absence of a Northern Ireland Assembly for three years from 2017 and there was no subsequent issue of draft regulations, nor any formal consultation on gender pay gap reporting in Northern Ireland.

Belfast Health and Social Care Trust, as an organisation, has not completed nor submitted any return. This is also the case for other Regional Health and Social Care Organisations and Trusts.

The subject of Gender Pay in Northern Ireland now forms part of the Department for Communities’ wider Gender Equality Strategy.

It is expected that the regulations are to be replicated from the Great Britain regulations. It should be noted that additional provisions will be needed relating to the requirement to include ethnicity and disability statistics on workers within each pay band.

When the requirement for gender pay gap is confirmed, the Trust and our regional health and social care counterparts will comply with producing reports