

Do HTA Bodies Have an Issue with Diversity?

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Introduction

- There is increasing recognition of the power of diverse working environments in bringing people from different backgrounds and ways of thinking together to encourage innovation, reduce discrimination and increase productivity
- Gender diversity in healthcare decision-making may be particularly important, given the number of conditions and healthcare technologies that are associated with a single gender
- This research evaluates the gender balance across several Health Technology Assessment bodies

Methods

- NICE technology appraisal committee members (A,B,C,D, and HST), G-BA member organizations, and PBAC committee members were identified from their respective websites and stratified by gender (on 23-Mar-2021)

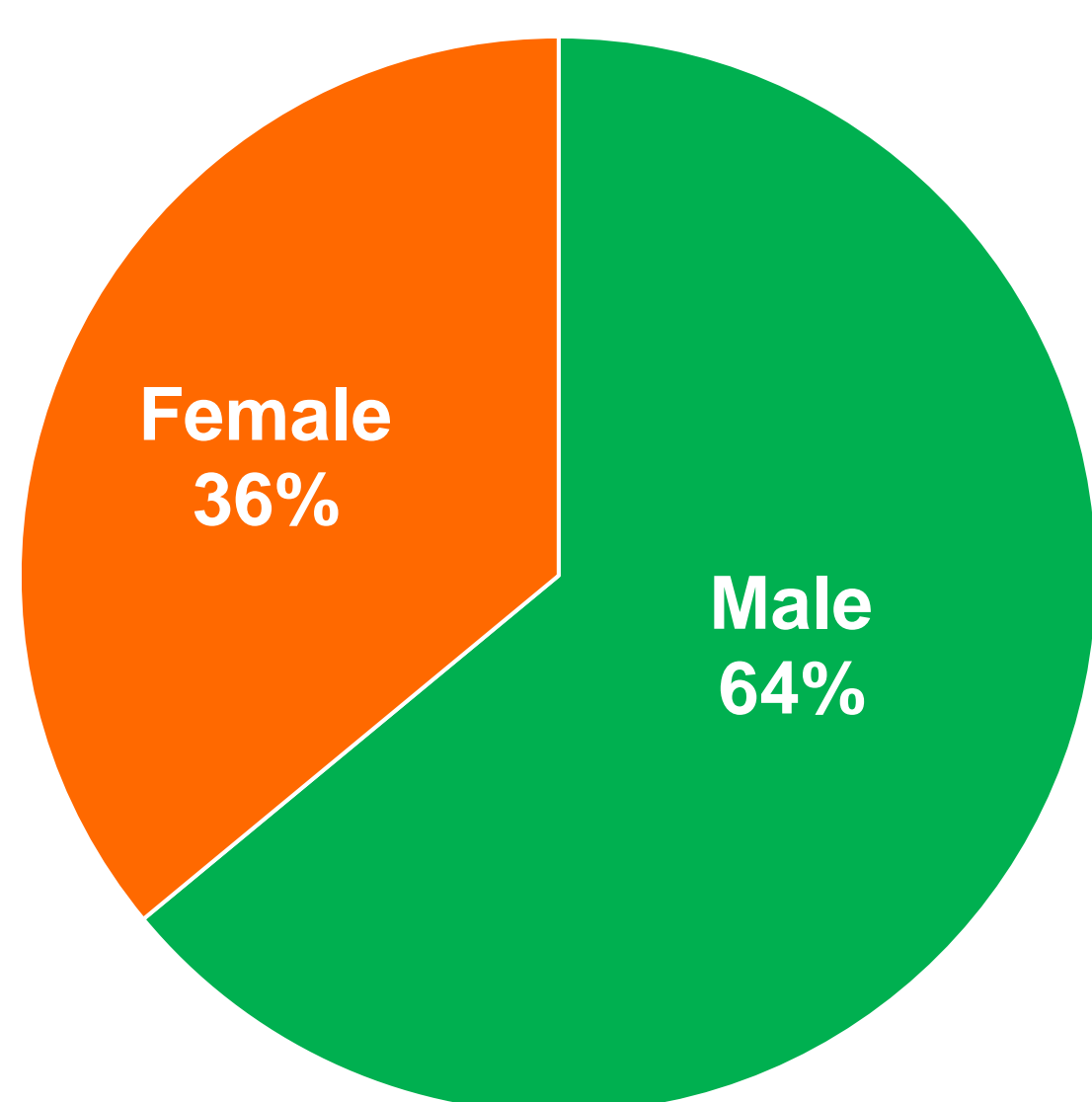
Results



Of 104 NICE committee members, 64% were male vs. 36% female.

% of males in each committee was:

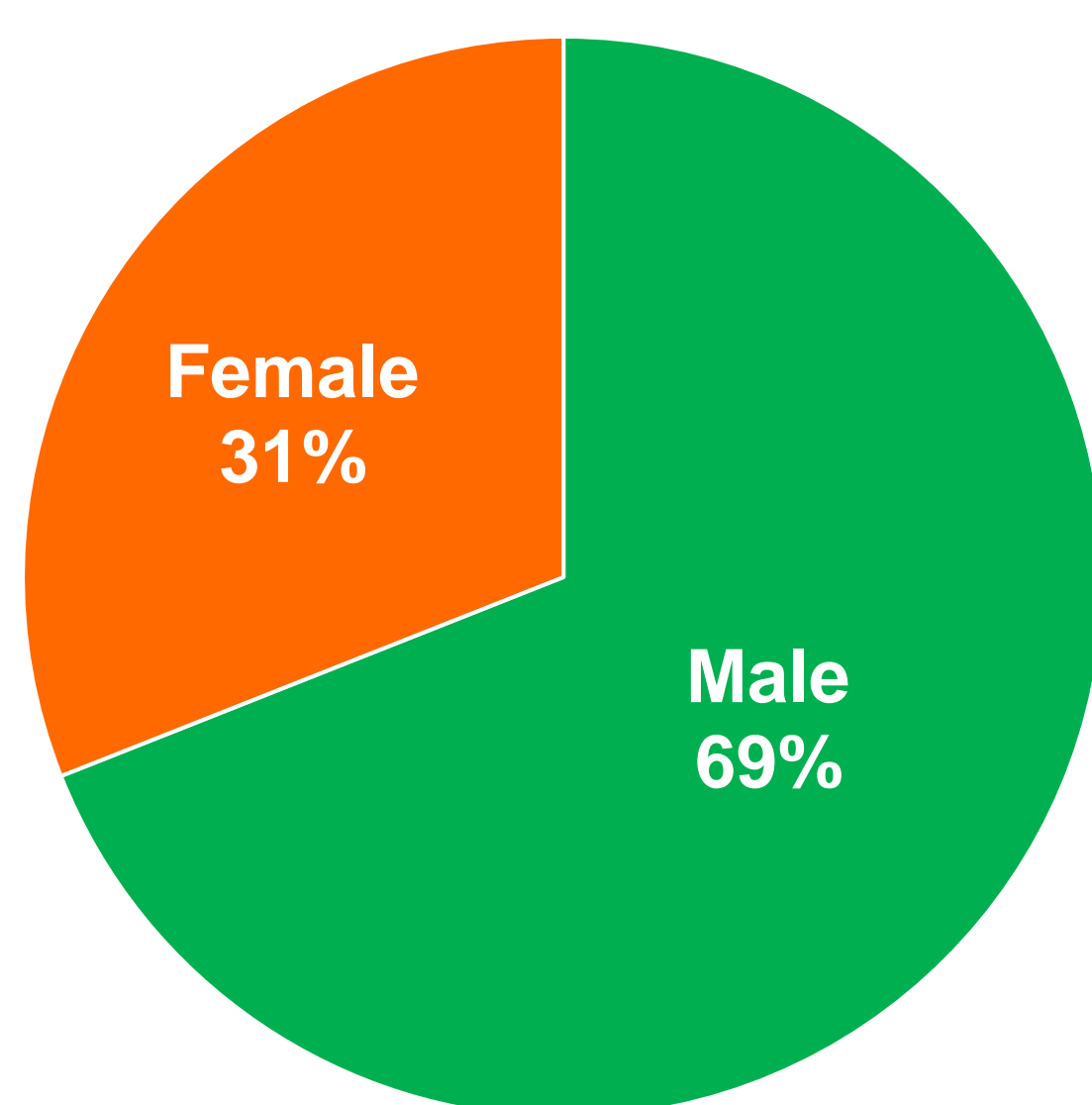
- 62% (13/21) of committee A,
- 55% (12/22) of committee B,
- 74% (17/23) of committee C,
- 68% (15/22) of committee D,
- 63% (10/16) of the HST committee.



Of 48 G-BA members and deputies, 69% were male vs. 31% female.

% of males in each member group was:

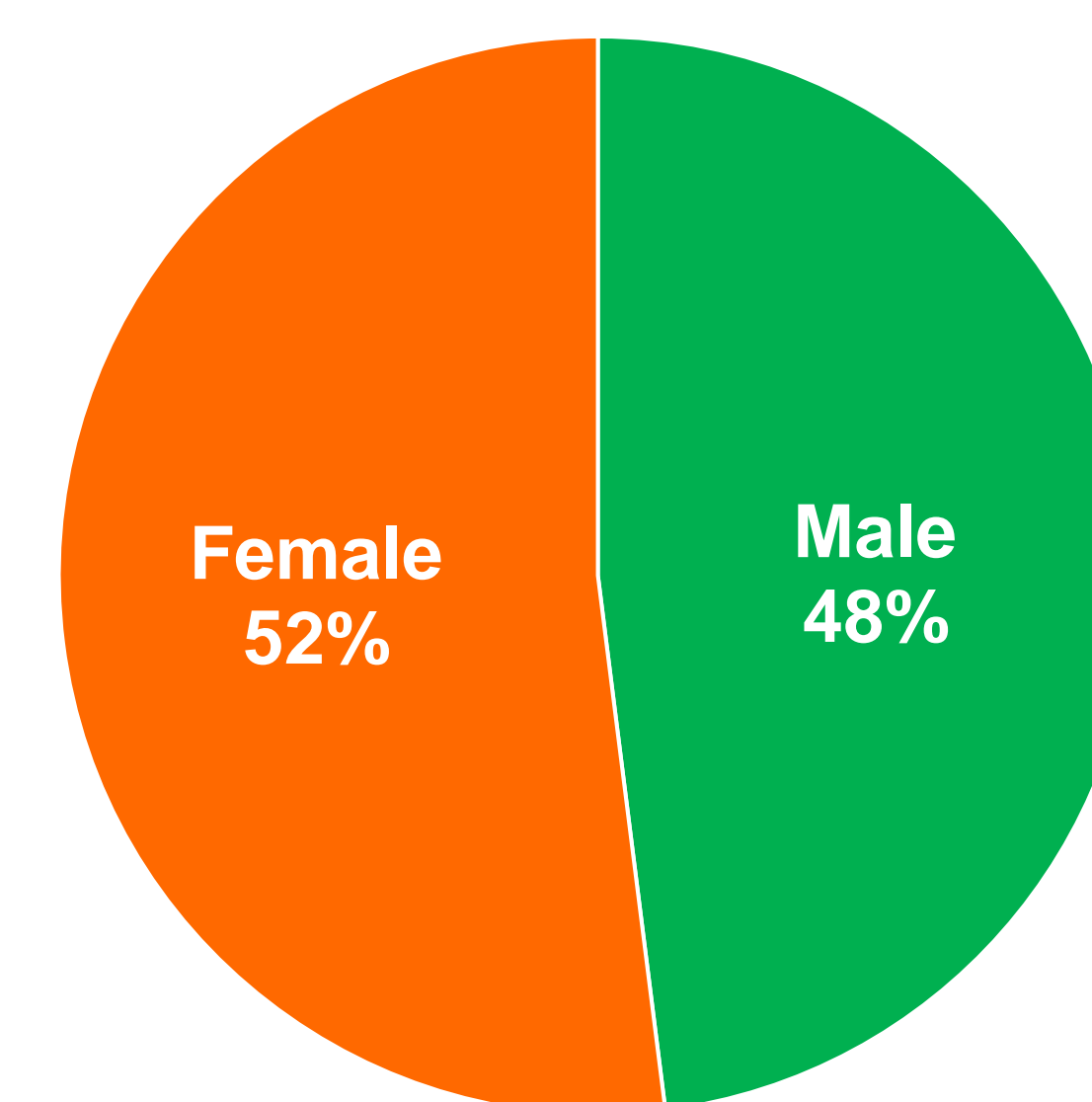
- 88% (7/8) of impartial members,
- 60% (12/20) of G-KV,
- 75% (6/8) of KBV,
- 63% (5/8) of DKG,
- 75% (3/4) of KZBV.



Of 20 PBAC committee members, 48% were male vs. 52% female.

PBAC also has 2 subcommittees:

- The Drug Utilization Sub-Committee, 42% (5/12) of whom are male,
- The Economic Sub-Committee, 53% (10/19) of whom are male.



Conclusions

- HTA bodies in England and Germany had memberships made up of a much greater proportion of males than females whereas the HTA committee in Australia had slightly more females than males
- Future research should focus on other aspects of diversity in HTA, including race, as well as any correlations between diversity and HTA outcomes, particularly for technologies treating diseases that only impact a specific gender

Abbreviations: HTA: Health technology assessment, NICE: National Institute for Health and Care Excellence, HST: Highly Specialized Technology, G-BA: Gemeinsame Bundesausschuss, PBAC: Pharmaceutical Benefits Advisory Committee.