

Introduction

Under the Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017, employers with 250 or more employees are required to publish their organisation’s gender pay gap information (for the previous year) by 30th March each year.

At the 31st March 2022 the organisation had 1914 employees. The organisation is predominantly female, making up 67% of the workforce.

Gender Profile

The gender profile of MLCSU is as follows:

- 33.4% Male
- 66.6% Female

Remuneration Policy

The AfC job evaluation system measures jobs, not individuals, against a structured framework. The scored process determined the pay band of a role, bands 2 to 9.

The remuneration framework of senior managers and directors is set through the Executive and Senior Managers (ESM) pay framework.

NHS pay is governed by HM Treasury’s pay remit and subject to current public sector pay rules and pay restraints.

Gender pay gap as at 31/3/2022

Based on Government methodology these are the latest figures as at 31/3/2022 (see table 1). The figures for the previous year are provided (see table 2). The data presents a gender pay gap within MLCSU in both mean and median hourly rates. This is not the same as saying women and men are being paid differently for doing the same job.

Using both the mean and median measures, MLCSU has an observed Gender Pay Gap of 10.9% as an average and 7.7% using a median average. **This has improved from the previous year’s results with an improvement of 1.44% (mean) and 4.77% (median)**

Table 1

2021/2022 (Latest figures)	Avg. Hourly Rate (mean) £	Median Hourly Rate £
Male	21.8995	20.0739
Female	19.5119	18.5341
Difference	2.3876	1.5399
Pay Gap %	10.9025	7.6709

Table 2

2020/2021	Avg. Hourly Rate (mean) £	Median Hourly Rate £
Male	20.8942	19.3771
Female	18.3154	16.9664
Difference	2.5789	2.4107
Pay Gap %	12.3424	12.4412

What proportion of males and females are in each pay quartile?

Quartile 1 = Lower hourly pay quartile

Quartile 2 = Lower middle hourly pay quartile

Quartile 3 = Upper middle hourly pay quartile

Quartile 4 = Upper hourly pay quartile

Quartile	Female	Male
1	75.06%	24.94%
2	65.75%	34.25%
3	67.68%	32.32%
4	58.87%	41.13%
Grand Total	66.61%	33.39%

51% of the population of England are female, 59% of MLCSU staff in the upper pay quartile are women. However, the majority of workers in lower quartile (lowest paid) jobs are also women. Males are more highly represented in higher paid jobs.