

Gender pay audit: Mayor's Office for Policing and Crime - March 2017 data

About the audit

The Mayor's manifesto contained a commitment to publish a gender pay audit for the Greater London Authority (GLA) and its functional bodies with a requirement that work is undertaken to narrow any gaps. The Mayor sees this as necessary in order to address any inequalities so that male and female employees receive the same pay for the same work. Additionally in 2017 the Equality Act (Gender Pay Gap Information) regulations came into force. Public bodies with over 250 staff or more are now required to report on their gender pay gap by 31 March 2018. This is MOPAC's second published audit, the previous years results having been issued in July 2016.

All staff posts are evaluated using the Hay evaluation scheme, to ensure the salary for posts are graded equitably, without regard to the post holder but the requirements of the role. In this way MOPAC is assured that it pays equal pay for work of equal value regardless of gender.

This analysis has been conducted based on salaries as at 31st March 2017. At that point MOPAC employed 111 staff counted in this report. Of this total 57.65% were female and 42.35% male. These figures are virtually unchanged from 2016 although they do show a very small increase in the overall proportion of women in what historically has been a predominantly female organisation. The small size of the organisation makes it susceptible to disproportionately large swings in its results, although comparison between the 2016 and 2017 results shows little in the way of significant change year on year.

With regard to the overall mean pay gap for all staff this figure stands at -7.96% with women very slightly increasing their positive pay differential over men. The overall median pay gap for all staff stands at 1.42% which represents a small increase in the same figure last year. The changes are statistically insignificant.

The national median gender pay gap for all workers is reported as 18.1% and the mean gender pay gap is 17.3%. MOPAC outcomes compare favourably to the national picture, however given that MOPAC is a London based organisation it is appropriate to identify how it performs against the London picture. The median gender pay gap for London is 16.2% and the mean figure is 21.6%. The national and London data are derived from the 2016 Annual Survey of Hours and Earnings (ASHE) report.

Women are significantly represented within the MOPAC senior management team, a trend which positively compares to other public and private sector organisations. The greatest pay gap for women is now at grade 4 (as opposed to the lower Grade 8 for 2016), where the pay gap mean average is 3.07% for full time salaries (10.92% median full time salaries), this grouping consists of 27 staff, which is split approximately 51% male and 49% female.

In the pay grade with the largest number of staff – grade 5 (29 staff) there is a gender pay gap of -1.51% on the mean and -0.25% on the median calculation.

In the upper quartile pay range there is a pay gap of -31.43% (mean) and -33.58% (median). Both sets of figures are close to zero for the upper and lower middle quartile with a small differential in relation to women in the lower quartile (close to -5% in both cases).

The proportion of men and women who received bonuses (which include out of hours' allowances, on call allowances, secondment allowances, salary protection, pension allowances, honoraria and recognition payments) was 14.89% and 7.81% respectively and there was a mean hourly pay gap of 22.91% and a median hourly pay gap of 38.79%. MOPAC employees are not typically paid allowances such as on call with the majority of such bonus payments being paid as honoraria and recognition payments ("Acting Up"). These figures were not included in last years report so changes year on year are not reported.

Overall Gender Pay Gap Summary

Table 1: Overall gender pay gap all staff

Overall Median Pay Gap		Overall Mean Pay Gap		
Median Hourly Pay (all staff)		Mean Hourly Pay (all staff)		Staff numbers
Female	£24.35	Female	£29.43	64
Male	£24.70	Male	£27.26	47
Pay Gap	1.42%	Pay Gap	-7.96%	111

The quartile data has been calculated in accordance with the methodology as set out in the Mandatory Gender Pay Gap Reporting – Public Sector Employers Government Consultation document. It recommends that “*Employers will need to calculate their quartile data by dividing the workforce into four equal sized groups. These four groups will be separated according to the hourly pay rate, starting from lowest paid to the highest paid. This approach has been adopted in preference to calculating quartiles by dividing the overall pay distribution into four equal proportions.*”

Table 2: Mean Hourly Pay

	Mean Hourly Pay				
	Female		Male		Pay Gap
	Hourly rate	No	Hourly rate	No	
lower quartile	19.54	16	18.76	12	-4.18%
lower middle quartile	23.26	16	23.6	12	1.46%
upper middle quartile	28.03	18	28.26	10	0.81%
upper quartile	49.59	14	37.73	13	-31.43%

Table 3: Median Hourly Pay

	Median Hourly Pay				
	Female		Male		Pay Gap
	Hourly rate	No	Hourly rate	No	
lower quartile	20.24	16	19.27	12	-5.03%
lower middle quartile	23.89	16	23.89	12	0.00%
upper middle quartile	28.22	18	28.22	10	0.00%
upper quartile	45.71	14	34.22	13	-33.58%

The job level with the highest gender pay gap is Grade 4 (3.07%). The lowest pay gap is at Grade 8 (-8.08%). Grade 1 has been excluded as there are no male employees.

The minimum pay for male is in Grade 8 with £14.80, the maximum pay for male is in Spot with £61.26. The minimum pay for female is in Grade 8 with £16.00, the maximum pay for female is in Spot with £79.91

Table 4: Grade Summary – Mean Hourly Pay

Mean Hourly Pay					
	Female		Male		Pay Gap
Grade	Hourly rate	No	Hourly rate	No	
Grade 8	£ 16.00	1	£ 14.80	2	-8.08%
Grade 7	£ 19.01	9	£ 19.12	8	0.58%
Grade 6	£ 21.56	12	£ 21.87	5	1.42%
Grade 5	£ 24.85	17	£ 24.48	12	-1.51%
Grade 4	£ 29.95	14	£ 30.90	13	3.07%
Grade 3	£ 36.60	1	£ 34.22	1	-6.95%
Grade 2	£ 38.59	3	£ 39.69	5	2.77%
Spot*	£ 65.26	6	£ 61.26	1	-6.53%

*Spot salaries are fixed rates without incremental progression.

Table 5: Grade Summary Median Hourly Pay

Median Hourly Pay					
	Female		Male		Pay Gap
Grade	Hourly rate	No	Hourly rate	No	
Grade 8	£ 16.00	1	£ 14.80	2	-8.08%
Grade 7	£ 18.95	9	£ 19.27	8	1.66%
Grade 6	£ 21.30	12	£ 21.62	5	1.48%
Grade 5	£ 23.95	17	£ 23.89	12	-0.25%
Grade 4	£ 28.70	14	£ 32.22	13	10.92%
Grade 3	£ 36.60	1	£ 34.22	1	-6.95%
Grade 2	£ 38.21	3	£ 39.30	5	2.77%
Spot	£ 63.93	6	£ 61.26	1	-4.36%

*Spot salaries are fixed rates without incremental progression.

Table 6: £10,000 Salary bands Summary

Table 6 identifies the distribution of salaries for males and females in bands of £10,000 up to £100k, which mirrors the information published in the Mayor's Annual Report. Staff earning more than £100k are shown within one group.

The job level with the highest gender pay gap is 30,001 to 40,000 (1.55%). The lowest pay gap is at 60,000 and over (-33.05%).

No of staff by salary			
Pay Band	Female	Male	Total
<£20,000			
£20,000 to £29,999		2	2
£30,000 to £39,999	16	11	27
£40,000 to £49,999	22	14	36
£50,000 to £59,999	12	7	19
£60,000 to £69,999	4	7	11
£70,000 to £79,999	3	4	7
£80,000 to £89,999		1	1
£90,000 to £99,999	1		1
>£100,000	6	1	7
Total	64	47	111

Table 7: Salary Breakdowns

The table below shows the data broken down into equally sized salary groupings. These tables contain information as at 31 March 2017.

	Group 1	Group 2	Group 3	Group 4	Totals
	£27,788 - £58,341	£58,341 - £88,894	£88,894 - £119,447	£119,447 - £150,000	
Male	33	13	1	0	47
Female	48	9	4	3	64
Totals	81	22	5	3	111

Table 8: Bonus payments (Honoraria, Acting Allowances and Pay Protection) – mean summary and pay gap

The mean gender pay gap bonus is 22.91%, the median gender pay gap bonus is 38.79%. The proportion of men who received bonuses is 14.89%, the proportion of women who received bonuses is 7.81%.

The minimum Bonus for a man was £4,484.60 and the maximum was £10,759.95. The minimum Bonus for a woman was £4,500.00 and the maximum was £8,961.45.

Each individual honorarium awarded in 2016/17 has been reviewed by the MOPAC Head of OD (who is male) and a Director of the organisation (who is female).

Mean Hourly Pay					
	Female		Male		Pay Gap
	Annual payment	No	Annual payment	No	
Bonus payments	£ 5,519.58	5	£ 7,160.14	7	22.91%

Table 9: Bonus payments –median summary and pay gap

Median Hourly Pay					
	Female		Male		Pay Gap
	Annual payment	No	Annual payment	No	
Bonus payments	£ 4,500.00	5	£ 7,352.20	7	38.79%

ACTION PLAN

MOPAC incorporated an action plan as part of last years audit to ensure that gender pay received organisational attention and was kept under active review. The plan is as follows with action 4 added as a new action for 2017;

Action Plan

The action plan in relation to this Audit reflects the finding that there is no current significant gender related pay gap in MOPAC and as a result MOPAC should focus on monitoring trends and identifying areas of risk. At the same time MOPAC will continue to engage with the GLA and wider GLA Group on adopting good practice identified within the family of organisations. Where a gap has been identified in the Audit the numbers of staff involved are small; this highlights a specific issue for MOPAC given the number of employees (c130) relatively small changes in the workforce could lead to significant changes in the gender pay gap outcomes in any one year.

The actions below also focus on two of the key areas of risk that could lead to a gender pay gap emerging within such a formalised pay structure – starting salaries and the payment of allowances. The third action relates to MOPAC's commitment to achieve and sustain a diverse and inclusive workforce which is an important enabler of gender pay equality. The final (new) action recognises that gender pay is an issue of importance to all staff and their representatives and there is value in discussing outcomes and actions with the recognised trade union.

Action	Explanation
1. MOPAC will undertake an annual analysis on 31 July each year of starting salaries for men and women employed and promoted by MOPAC for the previous 12 months and identify any salary differentials by gender.	Differences in starting salaries can impact significantly on gender pay differences and they can take time to "work through" the system. An annual review will monitor compliance with the policy of starting employees on the bottom of the scale and if differences are identified the reasons for this can be analysed to ensure they are based on reasons such as market forces and skill requirements and not gender.
2. MOPAC will undertake an annual analysis on 31 July each year of additional allowances, honoraria, and pay protection granted to men and women for the previous 12 months and identify any discrepancies by gender and/or impact on the gender pay audit.	All such payments should be justified, necessary for the role and accord with MOPAC policy. As payments may be discretionary there is potential for unconscious bias in awarding them. Where a potential discrepancy by gender is identified this will be subject to further analysis. MOPAC Senior Management Team will review awards at least annually and action any changes in policy required.

<p>3. Training for MOPAC managers and all staff will take place on the subject of unconscious bias in the performance of their roles during 2017/18.</p>	<p>Such training will not be geared to gender pay specifically but will be focused on MOPAC's objectives regarding a diverse and inclusive workforce which has a significant underpinning impact on pay equality. Managers will have greater awareness of how unconscious bias could impact on them when they are making decisions that affect employees pay.</p>
<p>4. Good practice and organisational learning; MOPAC recognises the value of participating with the GLA and all members of the wider GLA group to identify, share and implement good policy practice in relation to gender pay</p>	<p>Participating in GLA networks, using shared HR systems such as iTrent and ATS Engage, and through direct contact between the MOPAC Head of OD and the GLA Assistant Director HR identifying policy actions and good practice MOPAC can participate in. Maintain an active role in the GLA Group diversity forum using the Equality Standard to drive continuous improvement.</p>
<p>5. The annual gender pay audit will be an agenda item on the MOPAC Partnership meeting following its publication.</p>	<p>The Partnership meeting is MOPAC's regular consultation meeting with its recognised Trade Union - the PCS. The discussion will enable staff representatives to comment directly to senior management on the findings and actions.</p>