

Parliamentary and Health Service Ombudsman Gender Pay Report 2021

All organisations within the United Kingdom with more than 250 employees have been required since April 2017 to publish details of their gender pay gap. The specific requirements of the Equality Act 2010 Act (Gender Pay Gap Regulations) 2017 are to publish information for the six specific measures detailed in this report.

As at the 31 March 2021, PHSO employed 441 staff of which 59% were female and 41% male.

Remuneration Policy

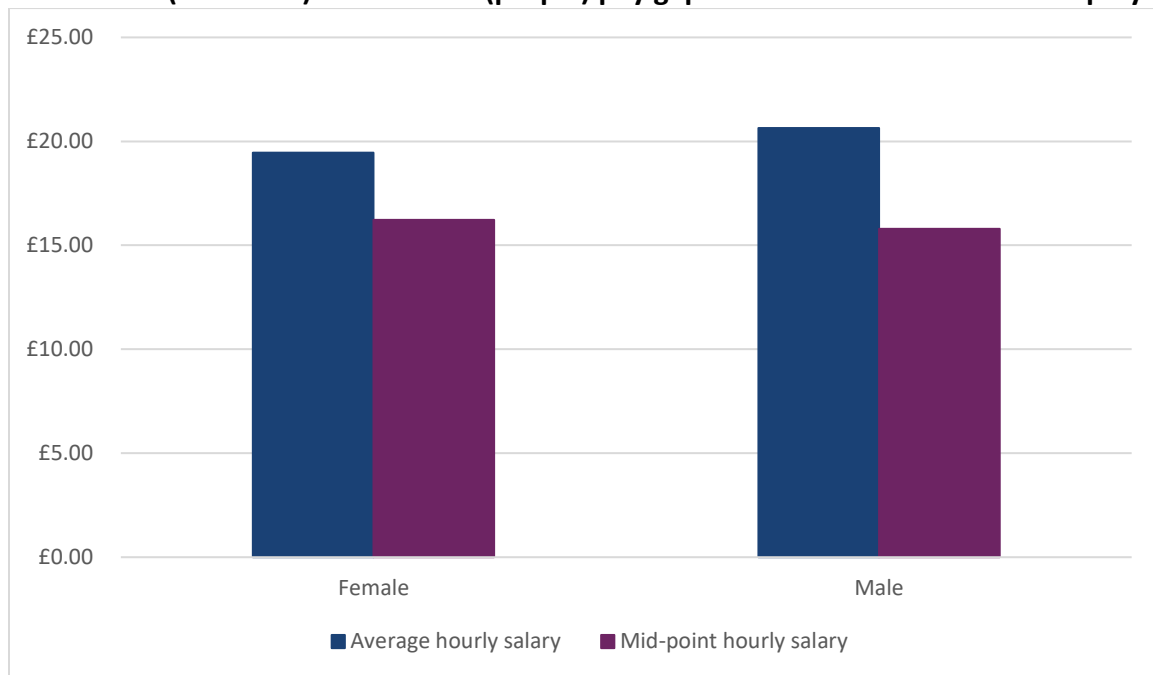
The PHSO framework provides a fair and transparent approach to pay with seven pay grades and 28 spine points.

The only exceptions to the pay arrangements are those relating to Clinical Advisers and PHSO's Senior Executive Team. Clinical Advisers are NHS Consultants paid under the terms of the relevant NHS Consultant Contract and their pay is therefore set by NHS England. The policy and remuneration of the Executive Team is set by the Remuneration Committee of the PHSO Board. PHSO complies with its obligations as a public body and operates its pay structure within current public sector pay rules.

What is our gender pay gap?

Based on the Government's methodology, as at 31 March 2021 we had a mean gender pay gap of 5.77% calculated as the percentage difference between the average hourly salary for men (£20.64) and the average hourly salary for women (£19.45). Our median gender pay gap of -2.72% is calculated as the percentage difference between the mid-point hourly salary for men (£15.79) and the mid-point hourly salary for women (£16.22).

Figure 1: Mean (dark blue) and median (purple) pay gaps as at 31 March 2021: all employees

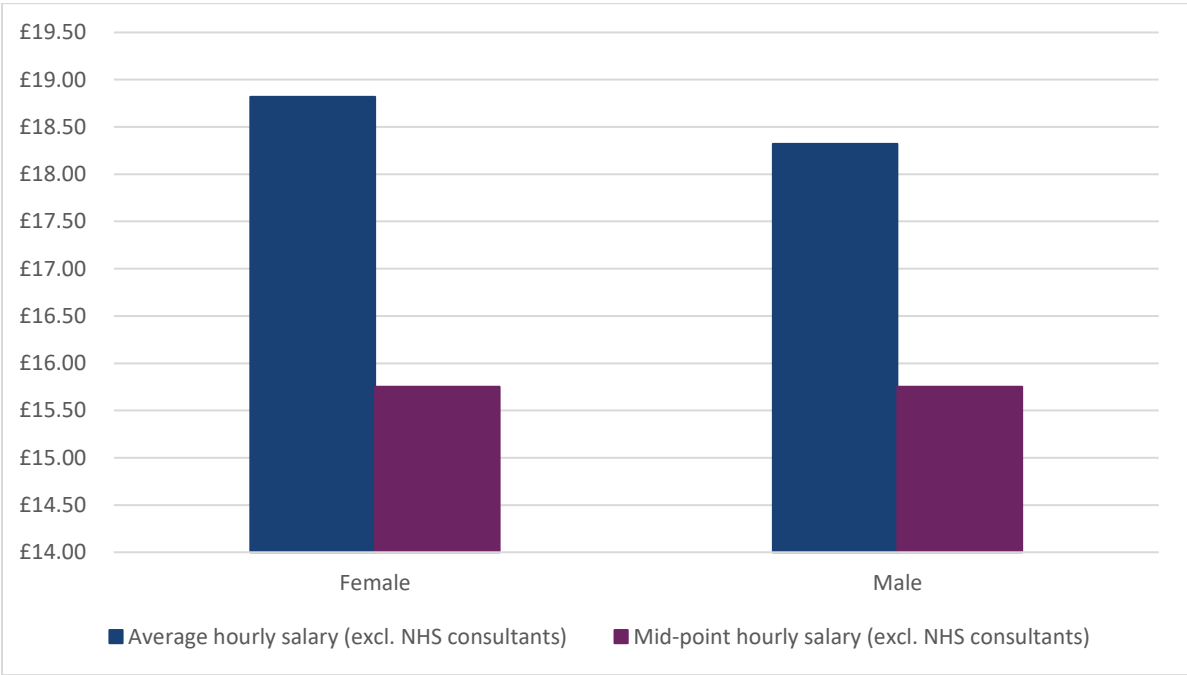


It is important to recognise that the 5.77% mean gender pay gap is not the same as saying women and men are being paid differently for doing the same job (which would be an equal pay issue).

Our mean gender pay gap is a consequence of the NHS Consultants that PHSO employs as Clinical Advisers. Our Clinical Advisers work for us on a part time, ad hoc basis, but on an hourly rate basis (as required for the gender pay gap calculation) they are some of our highest paid staff, and they are mainly male. In the month of March 2021, we employed 18 Clinical Advisers, who had a mean hourly salary of £48.00: 13 were male, and 5 were female.

If the gender pay gap is calculated based only on those employees for whom PHSO sets the salary (i.e. excluding NHS Consultants contracted as Clinical Advisers) the mean pay gap is -2.73%. This is the difference between the average hourly pay for men (£18.32) and the average hourly pay for women (£18.82). The median pay gap based on this calculation is 0%. This is based on the difference between the mid-point hourly salary for men (£15.75) and the mid-point hourly salary for women (£15.75).

Figure 2: Mean (dark blue) and median (purple) pay gaps as at 31 March 2021: PHSO employees excluding Clinical Advisers



What is our bonus gender pay gap?

No employees received a bonus payment during this reporting period.

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

	<u>Female</u>	<u>Male</u>
Upper Quartile	59%	41%
Upper Middle Quartile	60%	40%
Lower Middle Quartile	56%	44%
Lower Quartile	61%	39%

59% of PHSO’s employees are women and this is broadly reflected in the pay quartiles above.

Addressing the gender pay gap

Although our Gender Pay Gap is 2.2% lower than the national average reported by ONS of 7.9%, we strive to reduce this further. We continue to support flexible working practices and are committed as an Executive Team to consider this report and any further actions we can take.

The majority of NHS Consultants are male, which impacts on our ability to recruit female Clinical Advisers. However, we take this issue seriously and we will focus on our recruitment methodology in relation to clinicians and consider strategies to attract and recruit more female clinicians.