

Parliamentary and Health Service Ombudsman Gender Pay Report 2019

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 2019, PHSO employed 420 staff of which 56% were female and 44% male. 370 staff are based in Manchester, with 50 in our London office.

Remuneration Policy

In 2018/19 PHSO operated an organisationally specific pay structure based on pay ranges for each discrete job in the organisation. Each range reflected the market rate for the skills and knowledge required for the job.

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.

1. What is our gender pay gap?

Based on the Government's methodology, as at 31 March 2019 we had a mean gender pay gap of 7.6% calculated as the percentage difference between the average hourly salary for men (£20.15) and the average hourly salary for women (£18.61). Our median gender pay gap of -0.1% is calculated as the percentage difference between the mid-point hourly salary for men (£16.14) and the mid-point hourly salary for women (£16.23). It is important to recognise that the 7.6% 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).

Furthermore, 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 -2.8%. This is the difference between the average hourly pay for men (£17.64) and the average hourly pay for women (£18.31). The median pay gap based on this

calculation is -11%. This is based on the difference between the mid-point hourly salary for men (£14.14) and the mid-point hourly salary for women (£15.70).

It is apparent from this analysis that NHS pay scales for Consultants, combined with the majority of NHS Consultants being male, as evidenced by the analysis of NHS workforce statistics by NHS Digital for International Women's Day published in April 2018, has a disproportionate impact on PHSO's Gender Pay Gap.

2. What is our bonus gender pay gap?

The only rewards related to performance are non-consolidated salary payments, paid as lump sums, for those who have achieved an effective performance rating. The analysis shows the gender pay gap as -0.15% as a mean average and 0% as a median average.

The proportion of females receiving a bonus of the eligible population was 85%, the proportion of males was 84%.

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

	Female	Male
Upper Quartile	57%	43%
Upper Middle Quartile	54%	46%
Lower Middle Quartile	59%	41%
Lower Quartile	52%	48%

56% of PHSO's population are women and this is broadly reflected in the pay quartiles above.

4. Addressing the gender pay gap

Recruitment and Remuneration

We have introduced a new pay policy and structure which will ensure salary decisions, meet our equality and diversity standards. We will review how we attract more women into Clinical Adviser roles.

Flexible Working

PHSO has a flexible working policy, and flexible working opportunities will be actively promoted to existing and prospective employees. We will promote and encourage the take up of shared parental leave.