

Parliamentary and Health Service Ombudsman Gender Pay Report 2020

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 2020, PHSO employed 410 staff of which 56% were female and 44% male.

Remuneration Policy

In 2019-20 PHSO introduced a new pay and grading framework for staff. The new framework provides a much simpler and more transparent approach by streamlining pay rates into seven pay grades with 28 spine points.

The only exceptions to the pay arrangements are those relating to Clinical Advisers and PHSO's Senior Executives. 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 Senior Executives 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.

2. What is our gender pay gap?

Based on the Government's methodology, as at 31 March 2020 we had a mean gender pay gap of 5.98% calculated as the percentage difference between the average hourly salary for men (£20.40) and the average hourly salary for women (£19.18). Our median gender pay gap of -9.4% is calculated as the percentage difference between the mid-point hourly salary for men (£14.89) and the mid-point hourly salary for women (£16.29).

It is important to recognise that the 5.98% 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 -4.41%. This is the difference between the

average hourly pay for men (£17.89) and the average hourly pay for women (£18.68). The median pay gap based on this calculation is -6.6%. This is based on the difference between the mid-point hourly salary for men (£14.81) 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.

3. 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 -14.76% as a mean average and 0% as a median average.

The proportion of females receiving a bonus of the eligible population was 86.2%, the proportion of males was 87.6%.

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

	<u>Female</u>	<u>Male</u>
Upper Quartile	59%	41%
Upper Middle Quartile	52%	48%
Lower Middle Quartile	56%	44%
Lower Quartile	59%	41%

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

5. 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.