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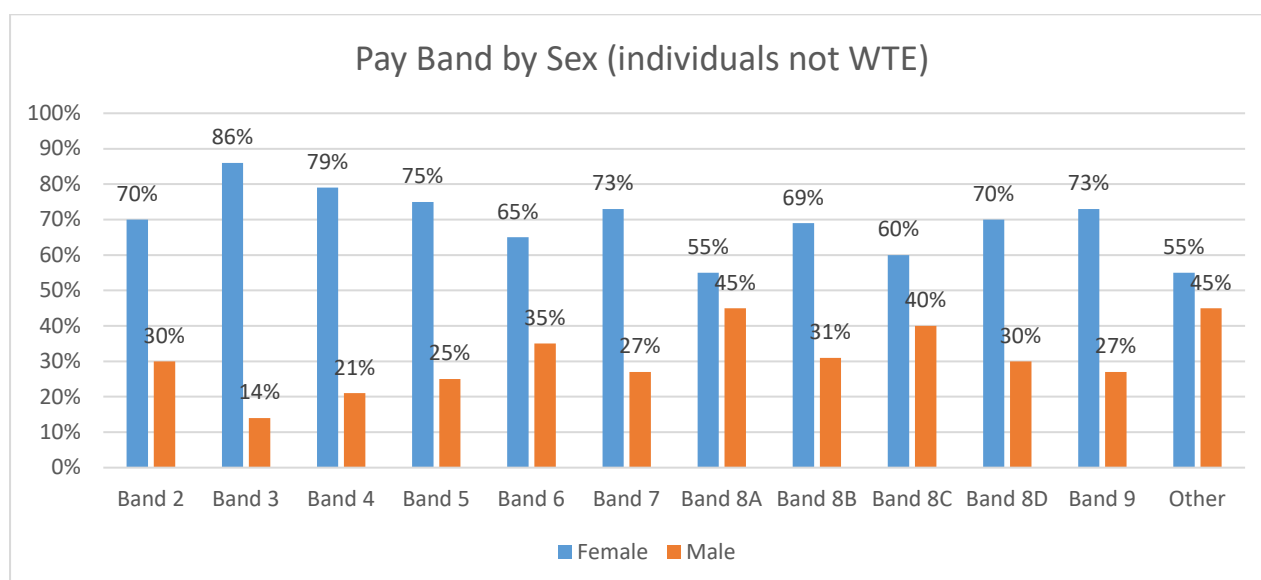
**Public Health Wales
Gender Pay Gap Report 2021**

Introduction

Public Health Wales aims to ensure that people are treated fairly and equitably at work. Our focus ensures that all staff have the same access and opportunities to reward, recognition, and career development. We aim to be a flexible employer, with all job vacancies advertised as being open to job sharers and part time workers as standard, and many opportunities for flexible working arrangements.

Gender pay gap legislation (developed by the Government Equalities Office), whilst a statutory responsibility for all employers of 250 or more, provides a useful mechanism with which we can measure our progress toward gender pay equality.

As at 31st March 2021, we employed 2267 staff as defined by the gender pay reporting guidelines¹, of which 75% were female and 25% male. These staff are engaged in a wide variety of activities, and cover a number of different grades and pay scales. Female employees make up the majority of staff across all grades.



The staff covered in the “other” category shown in this table include members of the Executive Team and staff in Medical and Dental Posts.

¹ Staff who are considered “full pay relevant employee” are included. These had a contract of employment, or were workers, and were paid their usual full basic pay as at 31st March 2021. Any staff not receiving their full basic pay for reasons such as maternity leave, parental leave, sick leave, special leave, career break are excluded. Where individuals had more than one job they have been counted as one person.

What is the gender pay gap?

The Gender pay gap shows the difference in the average pay between men and women in the workforce.

The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017 came into force on 6th April 2017, which requires employers in England with 250 or more employees to publish statutory calculations every year showing the pay gap between their male and female employees.

We are publishing our numbers in line with the gender pay gap reporting guidelines. However, given our unusual gender structure we find that the pay gap alone does not provide a representative picture of employment equality in Public Health Wales; we have therefore focused on a number of other elements of recruitment and employment in addition to the pay gap.

We are serious about, and committed to, identifying the causes of the employment inequality and work to find solutions to address this.

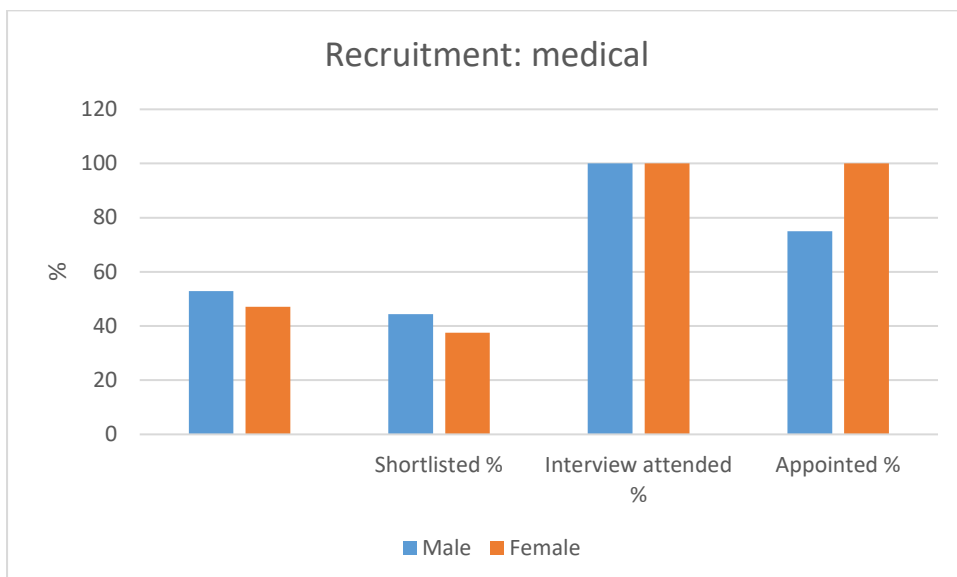
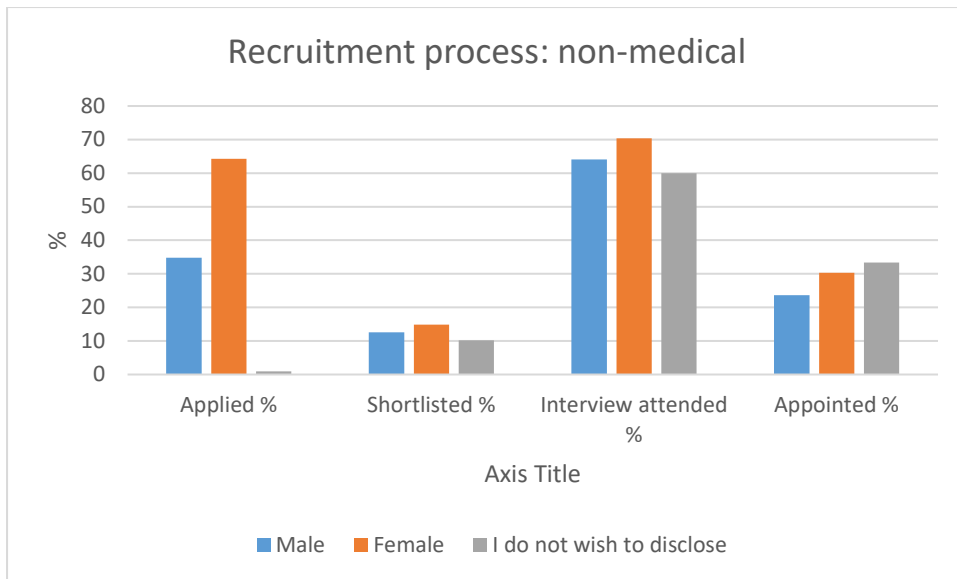
Recruitment and selection processes

Closer examination of the recruitment data showed that 64% of applications received for non-medical roles are from individuals who identify themselves as female. A small number of roles with PHW are medical and the 47% of individuals applying for those roles identify themselves as female.

A slightly higher proportion of applications from women are successful to shortlisting stage (15% of all applications from women compared to 13% of applications from Men); among medical application the success rate at shortlisting is 38% for women and 44% for men.

For non-medical roles 30% of women interviewed are appointed, compared to 24% of men interviewed; for medical roles 100% of women interviewed were appointed compared to 75% of male interviewees.

Over all therefore female have a higher application and slightly higher success rate for non-medical roles; medical roles are approximately equal, considering the small number of applications. We will be looking at the Recruitment and Selection process in more detail during 2022, to identify any bias in the system so that we can address it.



Promotion and retention of women

During the period 01/04/2020 – 31/03/2021, a total of 170 women and 68 men were promoted in the organisation across Bands 3-9. This equates to women being 71% of the total staff promoted and 29% men which is approximately equivalent after taking into account the size of the relevant employee population groups (10% and 12% of the female and male employees respectively). During the same period, 141 women (77%) and 43 men (23%) left the organisation; again this is equivalent after taking into account the size of the relevant employee population group at 8% each.

It is not possible to publish a breakdown by grade due to low numbers.

Employee pay

The pay gap in Public Health Wales is shown in this table.

Gender	Avg. Hourly Rate (£)	Median Hourly Rate (£)
Female	18.95	15.81
Male	22.57	17.27
Difference	3.62	1.46
Pay Gap %	16.05	8.45

The Avg. Hourly Rate pay gap is the difference between the average hourly earnings of men and women. The median hourly pay gap is the difference between the midpoints in the ranges of hourly earnings of men and women.

Yearly Comparison of our Mean Pay Gap

Year	Mean Pay Gap
2017	22.6 %
2018	21.8%
2019	20.9%
2020	21.9%
2021	16.1%

Flexible working

Part time working is one indicator of flexible employment. Currently 30% of employees are on part time contracts; 36% of female employees and 9% of male employees (Female: Male (F:M) ratio of 4:1).

The proportion of the workforce on a part time contract decreases as the banding/salary increases. The gender pattern of part time working also changes as

the banding increases, with a F:M ratio of 13.7:1 for part time working in bands 2-4, 18:1 for bands 5-7 and 10:1 for band 8; it was not possible to calculate the ratio for band 9 as there were no part time males in this pay band.

A total of 216 flexible working requests were received during the period 1st April 2020 – 31st March 2021; 34 of the 216 requested to reduce their hours, 1 was a request to increase them. Of these requests, 82% were submitted by women, and 18% by men which equates to 10% of all female employees and 8% of all male employees.

Understanding the pay gap

In many organisations a pay gap is an indication that women are under-represented at the top of the organisation and are therefore a smaller proportion of women are taking home the top salaries. This is not the case within Public Health Wales and therefore our Gender Pay Gap needs to be interpreted with more caution and insight.

Women are over-represented across all pay bands, with a female to male (F:M) ratio of 2.8:1 for band 9, 2.4:1 for band 8, 3.2:1 for bands 5-7 and 4.1:1 for bands 2-4. One result of this unusual structure is that the average salary for women will be pulled down, not because women are under represented at the top of the structure but because they are over-represented to a greater extent at the middle/bottom of the structure.

The application data allows us to look in a little more detail at equality within the application process. The data would suggest that PHW receives considerably more applications from women than men with 64% of applications coming from women. Of applications, those from women appear to be more likely to be successful. Both of these elements would contribute to PHW having 75% female workforce. This may indicate that Public Health Wales has a good reputation as a fair employer and is a positively attractive organisation for women to work in. We are proud of the way our organisation embraces flexibility and continue to strive to be an inclusive organisation.

The decrease in the Gender Pay Gap figures for this year can be explained in part by working practices during the pandemic. When analysing the data, it transpired that the pandemic has had a massive impact on our figures, both in terms of overtime and on-call enhancements. It is anticipated that once the covid response lessens, there will be a reduction in overtime/on-call, next year.

The figure has also been impacted by the increase of 66 women – 3.5% in the highest Quartile (Q4), and the reduction of just over 3.5% of men in Quartile 4 since last year. The lowest quartile (Q1) has also seen a change; the percentage of women in has gone down by over 5%, and the number of men has increased by 5.7%. There has been a lot of recruitment activity taking place as a result of the pandemic over this past year, which has given us an opportunity to tackle the gender balance.

The proportion of men and women in each quartile of our pay structure is shown in this table:

Number of employees | Q1 = Low, Q4 = High

Figures as at 31/03/2020

Quartile	Female	Male	Female %	Male %
(Lowest)1	391	69	85	15
2	359	107	77	23
3	360	103	77.8	22.3
(Highest)4	301	162	65	35

Figures as at 31/03/2021

Quartile	Female	Male	Female %	Male %
(Lowest)1	418	109	79.3	20.7
2	370	115	76.3	23.7
3	420	141	74.9	25.1
(Highest)4	367	169	68.5	31.5

Understanding the bonus pay gap

Bonus pay is defined as remuneration relating to profit sharing, productivity, performance, incentive or commission for the period 01 April 2020 to 31 March 2021. In Public Health Wales, bonus payments are not paid to staff.

Working to close the Gender Pay Gap in Public Health Wales

Public health Wales is committed to addressing workplace barriers to equality, supporting diversity and creating an open and inclusive community. This is

supported by our values “Working together, with trust and respect, to make a difference”.

In the past year, we have implemented the following:

- Launched a Mentoring Programme, which now has over 20 people paired up and continues to expand
- Changed the way we work, with most of our workforce working from home and achieving a better work/life balance
- Ensured everyone had the right equipment and access to resources to work from home
- Further developed the Staff Diversity Networks, including attendance in Executive and Board meetings
- Undertook a series of focus groups with our Staff Diversity Networks to better understand their experiences of progression and how we can ensure a fair and consistent process
- Relunched the Women’s Network, including a budget and active involvement from the Executive Sponsor. Although we investigated setting up a Men’s Network, there was insufficient interest to take this forward.
- Worked with our Staff Diversity Networks on inclusive recruitment, flexible working and raising awareness.
- Introduced a new suite of online training which further enables understanding and Managers responsibilities around flexible working

There is still a way to go on this journey, with the following actions identified to be taken forward over the next year:

- “Future Ways of Working”/ Work Where it Works Best Pilot to be undertaken which will include flexible working arrangements and how we maximise this
- Further analysis of the data around who works where and the effect on promotions and development in the organisation to ensure people who attend the office are not receiving an unfair advantage
- Monitor and further analyse the number of male and female applicants for jobs, including part time workers, including what would make us a more attractive employer to men, why less men apply to work flexible hours or part time hours
- Track internal promotions to identify rates of progression for different groups
- Continue to raise awareness through speakers, factsheets and staff training, including National Work/Life week in October
- Focus Groups with staff and community groups to identify ways to attract more men into the organisation in the lower bands
- Undertake work to further understand the Gender Pay Gap and how we can address it; particularly focusing on the recruitment process to understand whether the over-representation of women is as a result of PHW being seen as a good employer for women and also how male applications can be increased across the bands.

The impact of these actions will not be seen immediately and are unlikely to show much of an impact on our Gender Pay Gap, but will enable us to move in a positive direction. In order to properly address the Gender Pay Gap, we need to focus on encouraging more men to join the organisation in the lower bands.

Declaration

This data has been calculated according to the requirements of the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.