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WALES

Iechyd Cyhoeddus
Cymru
Public Health
Wales

Name of Meeting
People and Organisational
Development Committee
Date of Meeting
12 January 2023
Agenda item:
5.1

Gender Pay Gap

Executive lead:	Neil Lewis, Director of People and Organisational Development
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Author:	Sarah Brewer, Head of Employee Experience
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Approval/Scrutiny route:	Business Executive Team (5 December 2022) Neil Lewis, Director of People and Organisational Development
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Purpose

The purpose of this paper is to provide background explanation to accompany the Equal Pay Audit 2021-22.

Recommendation:

APPROVE



CONSIDER



RECOMMEND



ADOPT



NOTE



The People and Organisational Development Committee is asked to:

- **Consider** and **approve** the Gender Pay Gap Report

Link to Public Health Wales [Strategic Plan](#)

Public Health Wales has an agreed strategic plan, which has identified seven strategic priorities.

This report contributes to the following:

Strategic Priority	7 - Building and mobilising knowledge and skills to improve health and well-being across Wales
Strategic Priority	Choose an item.
Strategic Priority	Choose an item.

Summary impact analysis

Equality and Health Impact Assessment	An EQIA is built in to this work as the data has been analysed to highlight the differences in average pay across different groups. The findings allow us to address the issues going forward through our SEP and wider equality work
Risk and Assurance	As a Public Body, we are legally obligated to publish information about our Gender Pay Gap. Failure to do this would link to risk number 727: There is a risk that Public Health Wales will not comply with its statutory and regulatory obligations to such a degree that it fails to achieve its strategic priorities
Health and Care Standards	This report supports and/or takes into account the Health and Care Standards for NHS Wales Quality Themes Theme 6 - Individual Care Theme 7 - Staff and Resources Choose an item.
Financial implications	There will be a cost associated with translating the document, which will be approximately £300 + VAT
People implications	Addressing the Pay Gaps highlighted in this report could see more women, Disabled and Minority Ethnic staff working in higher grades and recruiting more men into lower grades although this will be a longer term focus.

1. Purpose / situation

The purpose of this paper is to provide background explanation to accompany the Equal Pay Audit Report, which incorporates the Gender Pay Gap information for 2022.

2. Background

In March 2017, the Gender Pay Gap Reporting Regulations came into force, requiring organisations with 250 or more employees to publish and report specific figures about their gender pay gap. Although these regulations were enforceable for organisations in England, Public Health Wales, along with several other organisations in Wales, took the step to publish their Gender Pay Gap information in order to be open and transparent.

The figures are published retrospectively, and are a snapshot of the situation as of the 31 March 2022.

They are also published on the Government's Gender Pay Gap Portal.

3. Description/Assessment

This year, we appointed an external consultancy firm, Incomes Data Research (IDR), to undertake a full equal pay audit, encompassing pay gap information for Gender, Disability and Ethnicity. The purpose was to enable us to identify and understand any issues at a more granular level in advance of the future legal requirement to publish data as part of the Welsh Government's Anti-Racist Wales Action Plan, and Disability Action Plan.

In combination with our new diversity dashboards the report enhance our ability to act to address issues and close gaps

Key findings from the report are as follows:

- The mean Gender Pay Gap has reduced from 16.1% in 2021 to 11.5% in 2022. The median gender pay gap has fallen from 8.5% to 5.5%.
- The mean pay gap across the UK is 14.9%
- The highest representation of men continues to be in the highest quarter of earners (31%) and this is the primary cause of our gender pay gap.
- The proportions of male staff in the lower and lower-middle pay quarters have increased, while at the same those in the middle-upper

and upper quarters have decreased. This will have contributed to the reduction in our pay gap but it is important to recognise that a continuation of this trajectory or indeed stabilising it cannot be guaranteed year on year.

- Pay gaps by directorate are almost all in favour of men, except in the Operations and Finance, People and Organisational Development and WHO Collaboration Centre Directorates where there is a greater representation of women in higher graded roles.
- The gender pay gap for younger staff (age 20 and under, 21 to 25 years, and 26 to 30 years) is positive in favour of female employees and begins to widen for staff aged 31 and over, shifting in favour of men (significantly so for older staff). The widest pay gap appears in the 66 to 70 years age bracket, where there is a mean pay gap of 71.6% and a median pay gap of 65.3%.
- The indicative mean pay gap between white and Black, Asian and Minority Ethnic staff is -4.8% in favour of Black, Asian and Minority Ethnic staff and the median pay gap is 0.0%.
- The mean disability pay gap is 11.2% and the median is 15.6%, however declaration rates are low for this protected characteristic so it is not as reliable as other statistics. The most impactful action that could be taken in terms of disability is to increase declaration rates.

As in previous year, our Gender Pay Gap must be published before 31 March 2023 in line with the Gender Pay Gap Reporting Regulations. The intention is to publish this Equal Pay Audit Report on our website, as well as the Government's Gender Pay Gap reporting portal.

3.1 Well-being of Future Generations (Wales) Act 2015

This report contributes /will contribute to the following Public Health Wales well-being objectives

Goal 3 - Support the NHS to deliver high quality, equitable and sustainable services

Goal 7 - Strengthen our role in global health and sustainable development

Choose an item.



The report sets out work that has been undertaken, as well as work planned to continue in a sustained way in the future



Taking action to address the Gender Pay Gap will prevent the gap from widening and help us to achieve fairer pay and structures.



The work focuses on all of the Well-being goals, in particular, a more equal Wales.



There are examples given in the report showing collaborative working between different parts of the organisation.



The action plan on the Gender Pay Gap was developed following a round table discussion with the Staff Diversity Networks.

4. Recommendation

The People and Organisational Development Committee is asked to:

- **Consider** and **approve** the Gender Pay Gap Report