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Introduction

Introduction

Public Health Wales is the national public health organisation for Wales. With its partners, it aims to increase healthy life expectancy, improve health and well-being, and reduce inequalities for everyone in Wales, now and for future generations.

This is the seventh year in which Public Health Wales has reported its gender pay gap under the statutory duty. This report examines pay gaps at Public Health Wales based on data for 31 March 2024.

Main findings

The main points are as follows:

- Public Health Wales employed 2,376 staff on 31 March 2024, up from 2,181 on 31 March 2023. Women account for 72.6% of the workforce and outnumber men at all levels of the organisation
- The organisation's mean¹ (average) gender pay gap is 14.5%, and the median² gender pay gap is 17.0%
- At 14.5% the overall mean gender pay gap has increased slightly from 13.8% in 2023. The median gender pay gap, however, has widened significantly, to 17.0%, up from 6.4% in 2023, a difference of 10.6 percentage points
- The increase in the mean pay gap is primarily driven by salaries for a small number of men in high-paying roles, which has skewed the mean hourly pay upwards and disproportionately impacted the overall pay gap. In contrast, the significant rise in the median pay gap reflects changes in the relative positioning of the 'middle' (median) man and woman within the pay structure

¹This is the average value of all salaries and is influenced more by the highest and lowest salaries in the organisation.

²This is the middle value when all the values are arranged from highest to lowest and is less affected by very high or low salaries.

- Between 2023 and 2024 there has been a slight shift in the distribution of men and women across different pay quarters, with a decrease in the proportion of men in the lowest pay quarter but increases in the proportion of men in each of the other (higher) pay quarters, contributing to a widening of the gender pay gap
- Medical and dental staff significantly influence the gender pay gap due to their higher representation in top pay bands, substantially higher average earnings, and a disproportionately higher proportion of men in this group (around half compared to a quarter in other staff groups and the organisation overall). Medical and dental staff are also on a different pay structure to other staff
- Analysis by pay band shows that pay gaps lower down the pay structure are mainly in favour of women, while higher bands (8-9) show significant gaps in favour of men
- Efforts to improve declaration rates within the organisation have provided larger samples for analysis of ethnicity and disability pay gaps
- The overall mean ethnicity pay gap at Public Health Wales is in favour of ethnic minority staff at -2.5%, while the median ethnicity pay gap is 2.3%. However, further analysis by ethnic group shows variations among different ethnic groups, with the widest gap between Black, Black Welsh and Black British ('Black') and White staff
- The overall mean disability pay gap at Public Health Wales is 5.4% and the median disability pay gap is 2.3%.

Gender pay gap reporting

The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017 require employers with 250 or more employees to annually publish information on their gender pay gap, and the distribution of men and women in each pay quarter.

Table 1 Gender pay gap: what to report

Key statistics
<p>The gender pay gap reporting regulations state that employers with 250 or more employees must provide statistics on:</p> <ul style="list-style-type: none">• the percentage of men and women in each pay quarter• mean (average) gender pay gap for hourly pay• median gender pay gap for hourly pay• percentage of men and women receiving bonus pay• mean (average) gender pay gap for bonus pay• median gender pay gap for bonus pay

Source: [Gov.UK](https://www.gov.uk)

Key terms
<p>Gender pay gap figures show the difference between the average earnings of men and women, expressed as a percentage of men's earnings. Where men's pay is higher on average than women's the result is a positive percentage; where women's pay is higher the result is a negative percentage</p> <p>Equal work is work rated as equivalent under the NHS points-based analytical job evaluation scheme.</p> <p>The effective date for the information on pay on which we conducted analysis is 31 March 2024</p> <p>Each contract of employment with Public Health Wales is counted separately. The hourly rate is based on all relevant pay divided by total hours worked</p> <p>Pay data is the anonymised dataset used for analysis</p> <p>Hourly pay equals all gross cash payments before deductions but after salary sacrifice divided by the number of hours worked</p> <p>Ordinary pay includes basic pay, allowances, holiday pay and shift premium pay</p> <p>Spinal point salary is the value of the basic annual NHS salary</p> <p>Length of service is defined as continuous length of service</p> <p>Mean is the total sum of all salaries per hour divided by the number of salaries</p> <p>Median is the middle value when all values are arranged in numerical order from smallest to largest</p> <p>Pay quarter refers to a quarter of the workforce, ranked by their hourly pay</p>

Gender pay gap

The gender pay gap is the difference in average earnings between men and women expressed as a percentage and we report on both the mean (average) and median. The mean and median are two measures of central tendency used to describe the average value of a dataset. The mean is calculated by adding up all the values in a dataset and then dividing them by the total number of values. It is sensitive to outliers, in this case very high or very low pay, and can be skewed by them, pulling the mean in their direction. The median is the middle value and is therefore less sensitive to extreme values.

The overall mean gender pay gap at Public Health Wales is 14.5%, a slight increase from 13.8% in 2023. The median gender pay gap, however, has widened significantly to 17.0%, up from 6.4% in 2023.

The increase in the mean pay gap is primarily driven by a small number of men in high paying roles, which has skewed the average hourly pay. In contrast, the significant rise in the median pay gap reflects changes in the relative positioning of the ‘middle’ (median) man and woman within the pay structure. In 2024, these positions are now situated in different pay grades compared to 2023, leading to the notable widening of the median gender pay gap.

Table 2 Public Health Wales gender pay gap at 31 March 2024

	Mean	Median
Men	£25.25	£22.12
Women	£21.59	£18.37
£ difference	£3.66	£3.75
Gender pay gap	14.5%	17.0%

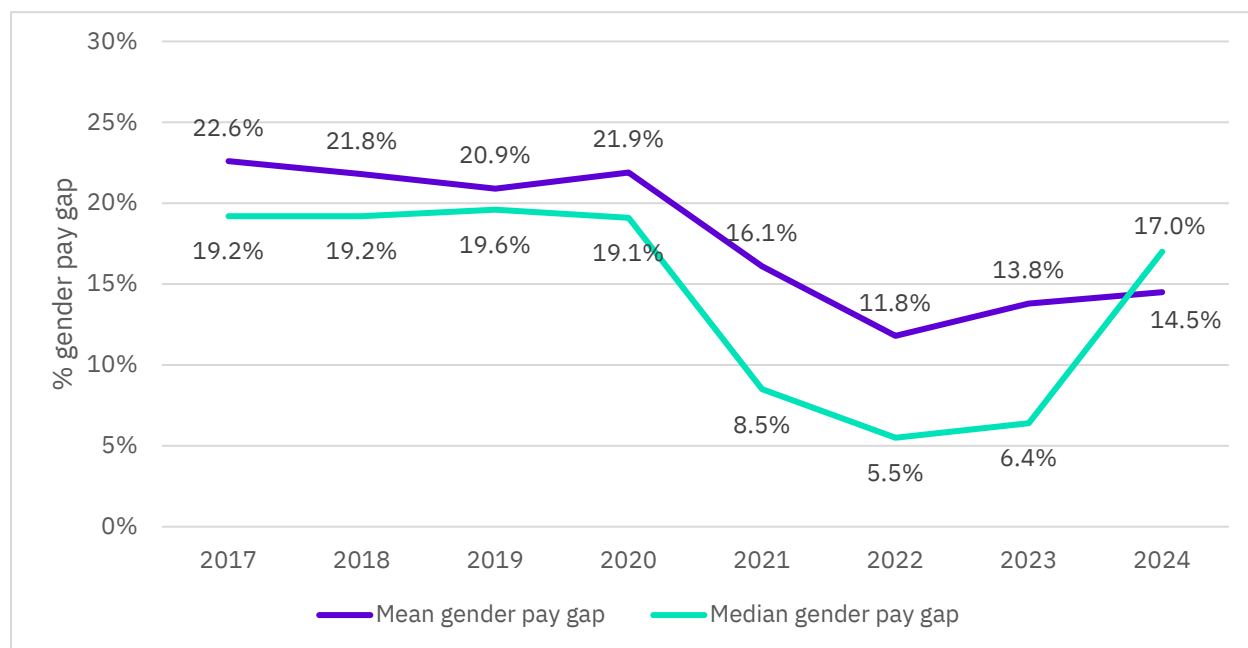
Note: hourly pay is shown to two decimal places.

Public Health Wales has been monitoring its gender pay gap internally and annually publishing statistics under the UK’s reporting regulations since 2017. Both mean and median gender pay

gaps show a general downward trend from 2017 to 2022. However, from 2023 onward, both statistics show an upward trend and widening of the gender pay gap in the most recent years.

As Figure 1 shows, in 2017 the mean gender pay gap was 22.6%. It fell to a low point of 11.8% in 2022 and has risen to 14.5% in 2024. The trend is more marked in the median gender pay gap, which was 19.2% in 2017, it fell to 5.5% in 2022 and has since risen to 17.0% in 2024.

Figure 1 Public Health Wales gender pay gap 2017 to 2024



Pay quarters

Overall, approximately three-quarters of Public Health Wales' workforce are women, and they constitute the majority in each earnings quarter. However, the gender pay gap remains due to the distribution of men and women across pay levels. Men are disproportionately represented in the highest-paying roles, with 34.0% of men in the upper earnings quarter compared to 66.0% of women. Conversely, women dominate the lowest earnings quarter, where they make up 79.1% compared to only 20.9% of men (see Figure 2). This uneven distribution leads to higher average hourly pay for men overall.

Between 2023 and 2024 there has been a slight shift in the distribution of men and women across different pay quarters, with a decrease in the proportion of men with earnings in the lowest pay quarter but increases in the proportion of men in each of the other (higher) pay quarters, contributing to a widening of the gender pay gap (see Table 3). These relatively subtle changes have had a significant impact on median earnings – where the gender pay gap has widened from 6.4% in 2023 to 17.0% in 2024 – because ‘middle man’ and ‘middle women’ now sit in different pay bands.

Figure 2 Proportion of men and women in each pay quarter 2024

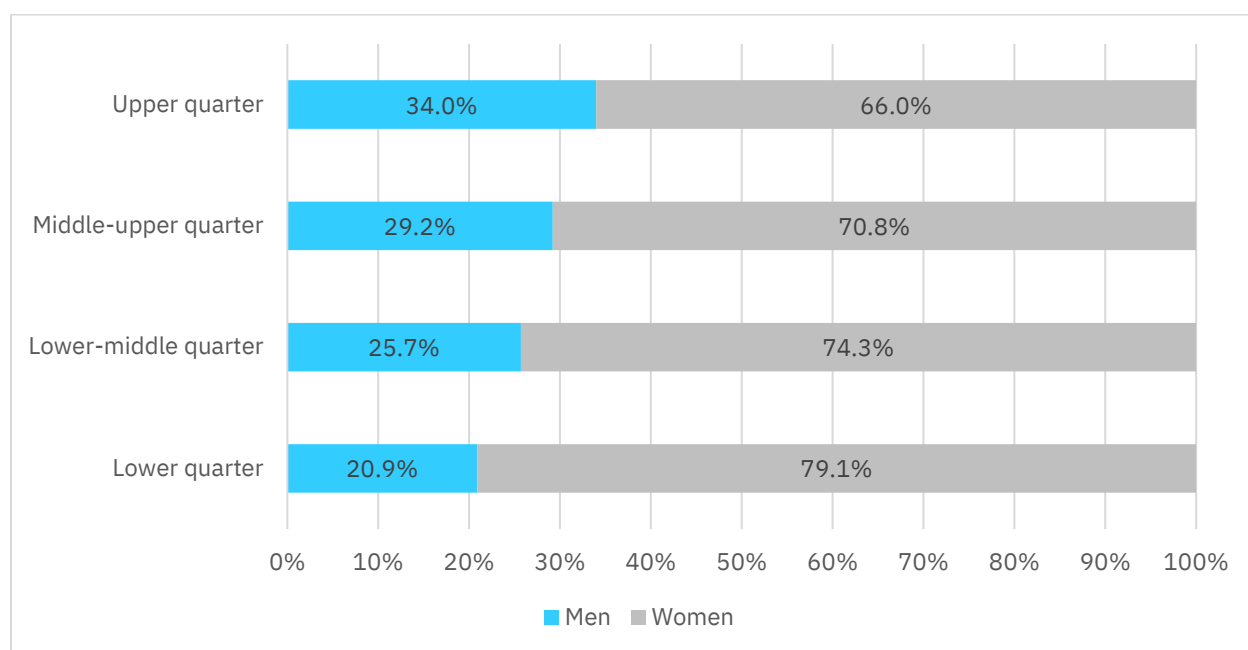


Table 3 Proportion of men and women in each pay quarter 2023 and 2024

	% men, 2024	% women, 2024	% men, 2023	% women, 2024
Lower quarter	20.9%	79.1%	23.0%	77.0%
Lower-middle quarter	25.7%	74.3%	24.6%	75.4%
Middle-upper quarter	29.2%	70.8%	26.5%	73.5%
Upper quarter	34.0%	66.0%	32.3%	67.7%

Note: green text denotes an increase, and red text denotes a decrease.

The gender pay gap in detail

Headline gender pay gap reporting statistics are useful for providing a broad indication of average pay gaps, but these headline statistics are not enough to establish the causes of pay gaps. This section explores the gender pay gap in more detail.

Gender pay gaps by employee group

Public Health Wales employs a wide variety of roles, both medical and non-medical, and on separate pay arrangements. The majority of staff are on Agenda for Change (AfC), the national pay system used by the NHS, while staff in the 'Medical and Dental' employee group are on pay and conditions determined by the Doctors' and Dentists' Review Body (DDRB).

Calculations on the gender pay gap separately for staff in different employee groups based on their pay arrangements shows that the gender pay gap is far lower when medical and dental staff are excluded, since the relatively small number of high-paid staff men in this group have a disproportionate impact on the overall pay gap calculation.

Their presence impact the figures in three key ways: medical and dental staff are concentrated in higher pay bands; average earnings are far higher for medical and dental staff than for other staff groups; and the proportion of men in the medical and dental staff group is far higher, accounting for around half the workforce, compared to quarter across the other staff groups and the organisation as a whole.

Figure 3 Gender pay gap by employee group

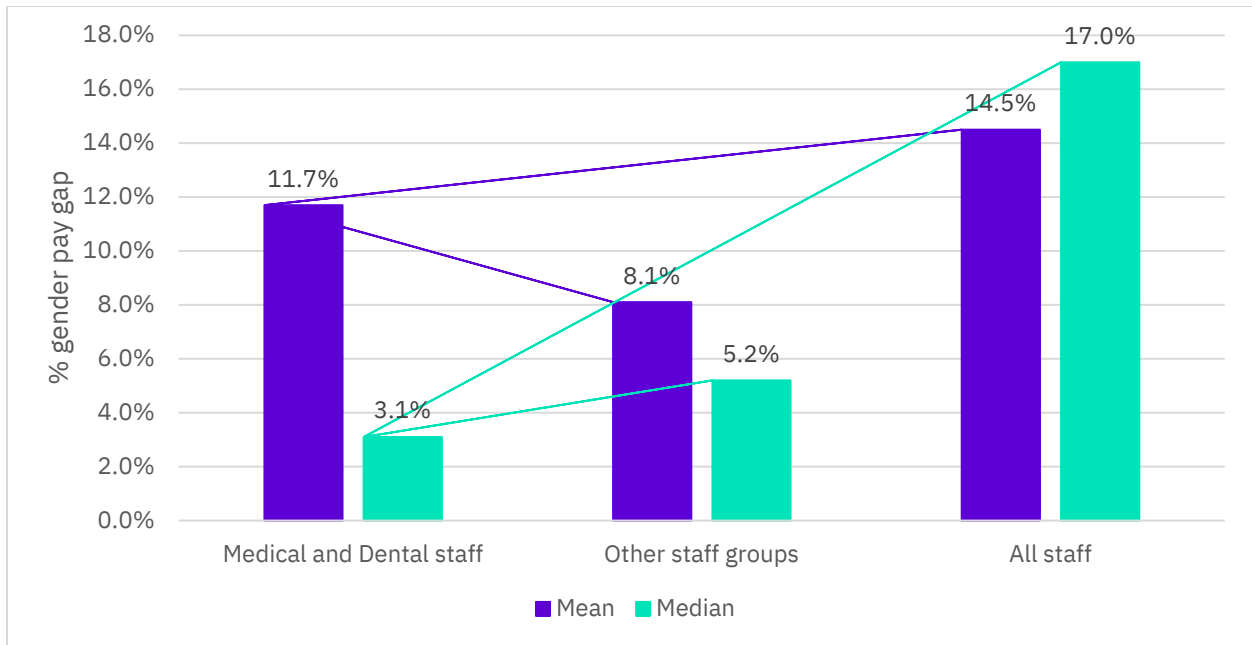
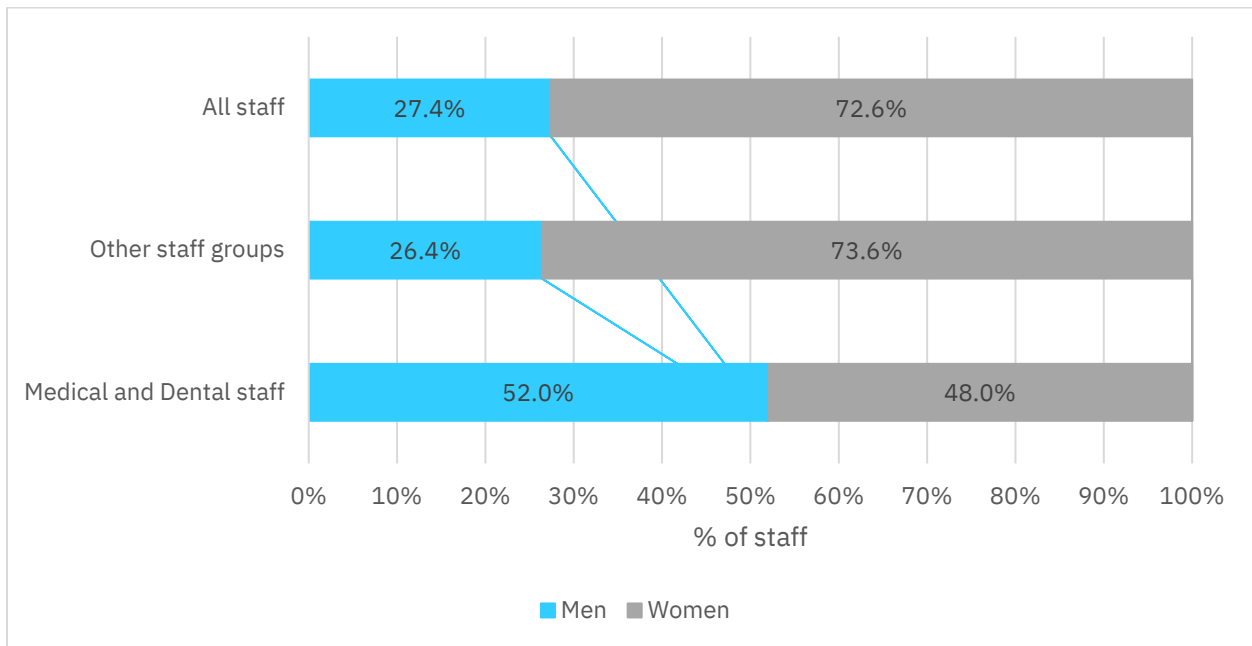


Figure 4 Proportion of men and women by employee group

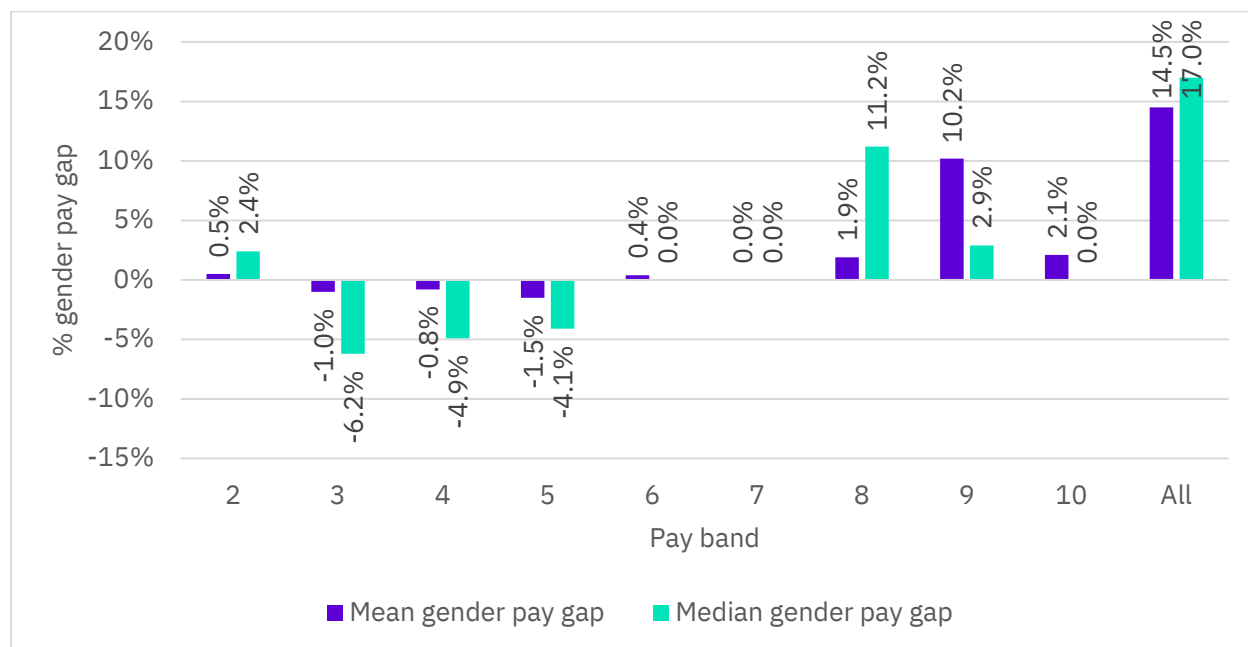


Gender pay gaps by pay band

A useful way of examining gender pay gaps is by pay band. Public Health Wales operates more than one grading system, with some staff on the NHS Agenda for Change pay structure and others covered by the Doctors’ and Dentist’ Review Body pay scales. For this analysis we have grouped staff from the separate pay structures into combined pay bands based on previous work which assessed the relative size of jobs found across the NHS, covering both medical and non-medical roles.³ This results in nine groups in total, from pay band 2 to 10.

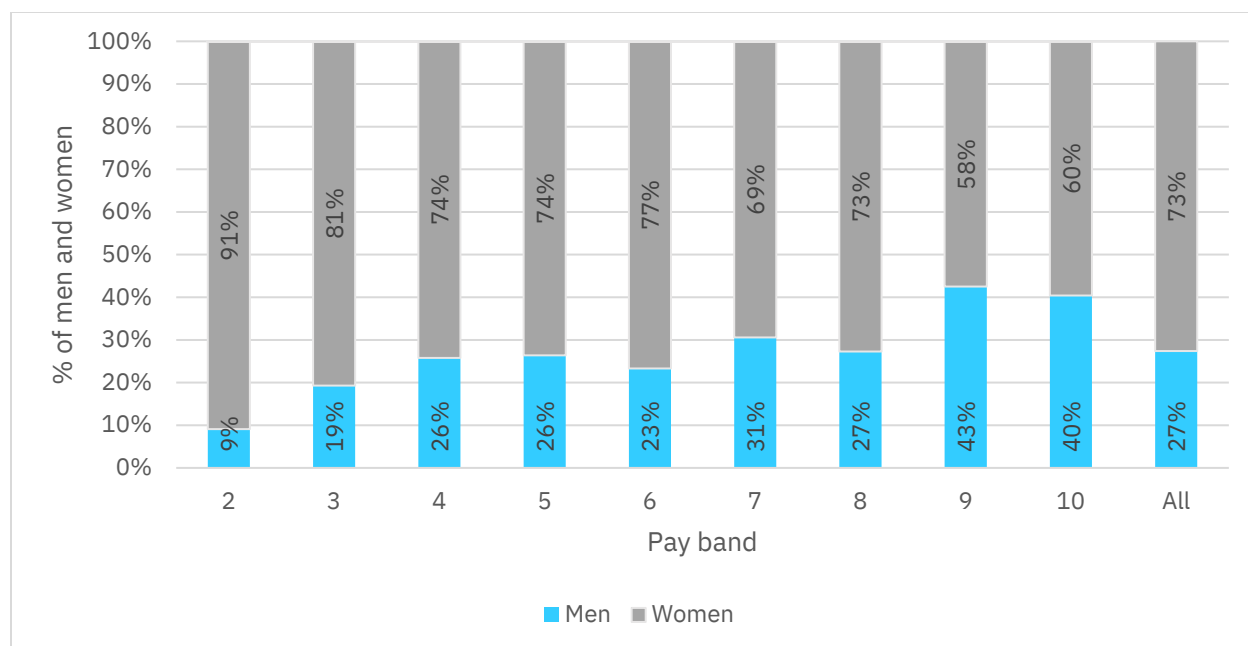
This analysis shows that pay gaps lower down the pay structure are mainly in favour of women, while higher bands (8-9) show significant gaps in favour of men. In all cases, the median pay gap is wider than the mean pay gap due the positioning of the ‘middle’ man and woman in the pay structure.

Figure 5 Gender pay gaps by pay band



³The combined pay bands are as follows: ‘2’ Review Body (RB) Band 2, Non-Review Body (NRB) Band 2; ‘3’, RB/NRB Band 3; ‘4’, RB/NRB Band 4; ‘5’, RB/NRB Band 5; ‘6’, RB/NRB Band 6; ‘7’, RB/NRB Band 7, Specialist Registrar; ‘8’, RB/NRB Band 8A/B, GPs; ‘9’, RB/NRB Band 8C/D, Consultant; ‘10’, RB/NRB 9, Consultants and Directors.

Figure 6 Proportion of men and women in each pay band



A further look by both pay band and staff group shows that pay gaps are smaller when medical and dental staff are excluded, further demonstrating the disproportionate impact of a relatively small high-paid men in the medical and dental group.

Table 4 Gender pay gaps by pay band and staff group

Pay band	Medical and Dental staff (n=98)		Other staff groups (n=2,278)		All staff (n=2,376)	
	Mean	Median	Mean	Median	Mean	Median
2	-	-	0.5%	2.4%	0.5%	2.4%
3	-	-	-1.0%	-6.2%	-1.0%	-6.2%
4	-	-	-0.8%	-4.9%	-0.8%	-4.9%
5	-	-	-1.5%	-4.1%	-1.5%	-4.1%
6	-	-	0.4%	0.0%	0.4%	0.0%
7	3.8%	-5.6%	-2.1%	0.0%	0.0%	0.0%
8	-13.6%	-13.6%	1.8%	11.2%	1.9%	11.2%
9	9.5%	2.3%	0.0%	0.2%	10.2%	2.9%
10	-	-	0.8%	-0.7%	2.1%	0.0%
Pay gap	11.7%	3.1%	8.1%	5.2%	14.5%	17.0%

The median gender pay gap based on spinal point salaries (ie basic pay only) is the same as that based on ordinary pay at 17.0%. Meanwhile the mean pay gap is affected by other regular pay, such as allowances, and is wider when included (14.5%) compared to the pay gap based on basic pay only (10.2%). As table 5 shows, the effect is more significant in bands 3, 9 and 10 in favour of men and band 8 in favour of women. In most other bands gender pay gaps calculated using basic pay and ordinary pay are broadly – most are negative, in favour of women.

Figure 7 Gender pay gaps for ordinary and basic pay

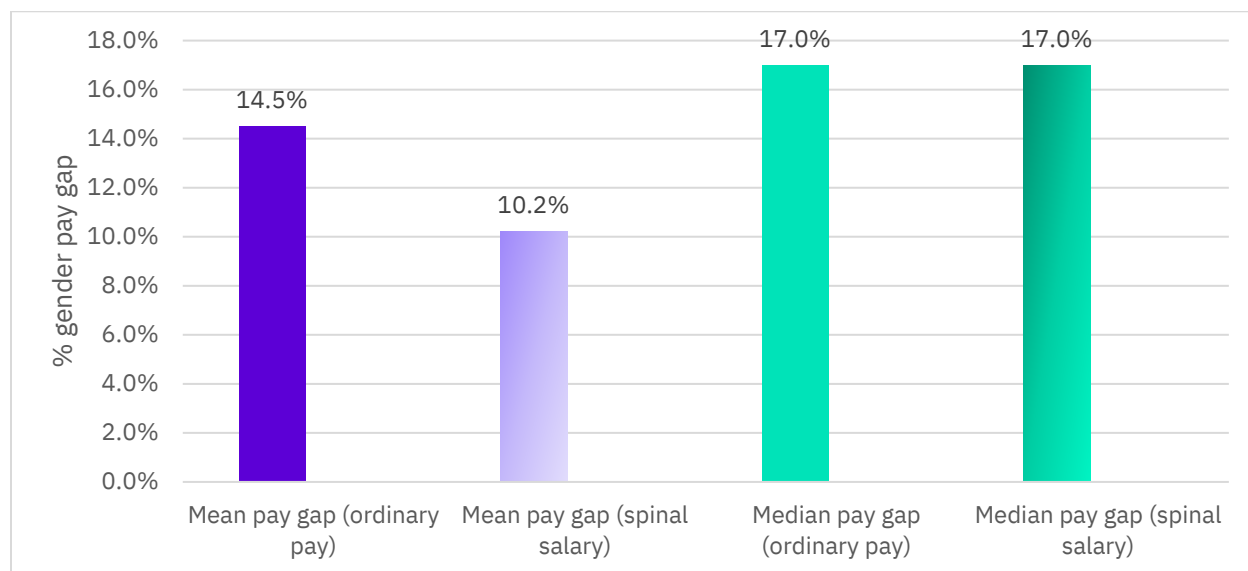


Table 5 Gender pay gaps by pay band

Pay band	Mean gender pay gap		Median gender pay gap	
	Ordinary pay	Spinal salary	Ordinary pay	Spinal salary
2	0.5%	0.0%	2.4%	0.0%
3	-1.0%	-6.9%	-6.2%	-6.7%
4	-0.8%	-0.8%	-4.9%	-9.7%
5	-1.5%	-2.7%	-4.1%	-7.9%
6	0.4%	0.3%	0.0%	0.0%
7	0.0%	-0.8%	0.0%	0.0%
8	1.9%	1.2%	11.2%	11.2%
9	10.2%	2.6%	2.9%	2.9%
10	2.1%	-34.2%	0.0%	-7.5%
Pay gap	14.5%	10.2%	17.0%	17.0%

Ethnicity pay gap

A total of 214 staff (10.0%), comprising 141 women and 73 men, at Public Health Wales identify with an ethnic minority group, up from 182 staff (8.3%). Public Health Wales has been monitoring diversity figures and the proportion of staff from ethnic minority groups is slowly growing.

Figure 8 Proportion of ethnic minority staff 2024

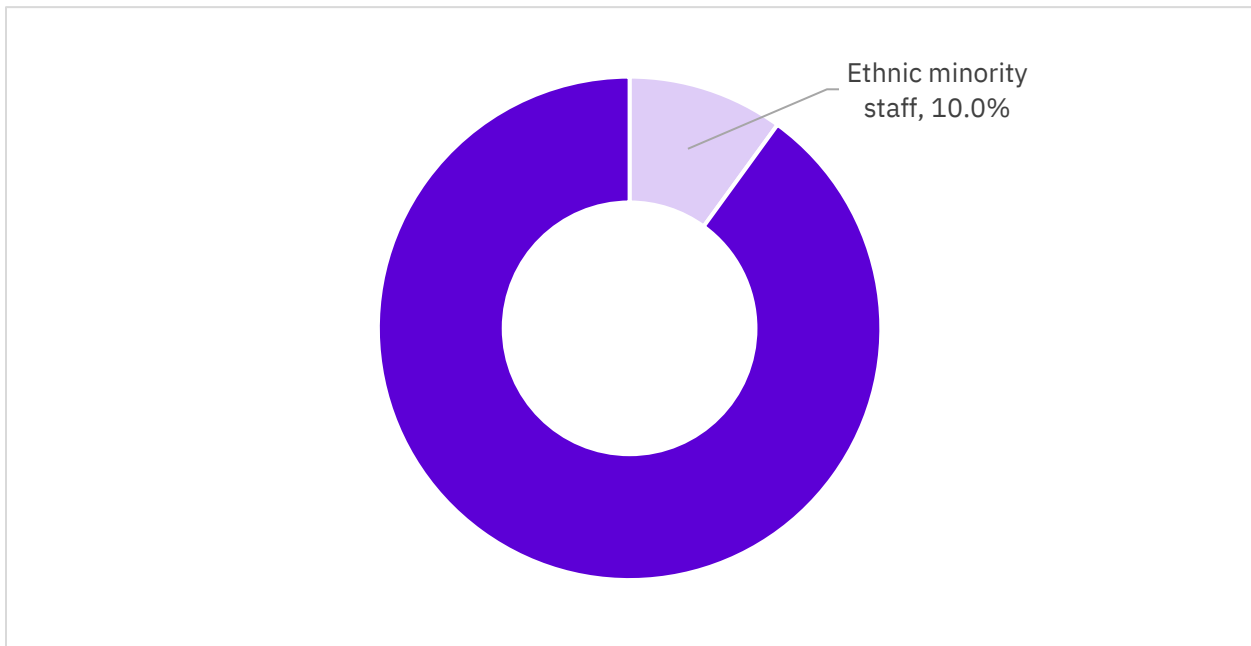


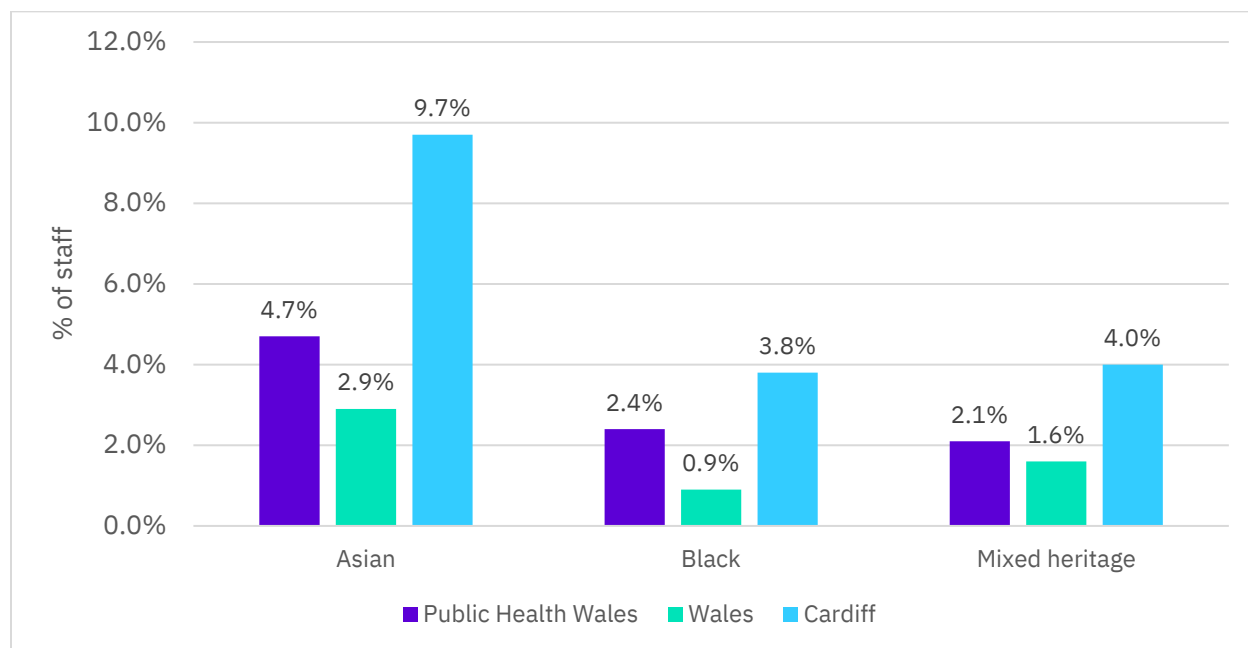
Table 6 Percentage of ethnic minority staff, 2022–2024

	% of staff
2021-2022	6.1%
2022-2023	8.2%
2023-2024	10.0%

Note: excludes not stated and unspecified.

The 2021 census shows that Public Health Wales’ workforce broadly mirrors the ethnic demographic for Wales as a whole. However, ethnic demographics can vary significantly between rural and urban areas and the data shows that the workforce at Public Health Wales poorly reflects the cultural diversity of the capital city, Cardiff.

Figure 9 Ethnic demographics



Source: Census 2021, ONS (Wales and Cardiff figures only).

The ethnicity pay gap is the percentage difference in average pay of the reference group (White employees) and comparative ethnic groups. The overall mean ethnicity pay gap at Public Health Wales is in favour of ethnic minority staff at -2.5%, while the median ethnicity pay gap is 2.3%, however there are varied outcomes for staff by ethnic group:

- The pay gap is widest between Black, Black Welsh and Black British (‘Black’) and White staff – the mean pay gap is 14.7% and the median pay gap is 13.4%
- Black staff have lower average pay than other ethnic groups and concentrated in lower-paying roles
- The pay gap between staff from mixed or multiple ethnic groups and White staff is also wide, with a mean pay gap of 11.6% and a median pay gap of 9.4%.

- The gap between mean hourly pay for Asian, Asian Welsh and Asian British ('Asian') staff and White staff is in favour of Asian staff at -17.0%, and the median pay gap is 0.0%. The mean pay gap is influenced by a small number of high paid Asian staff.

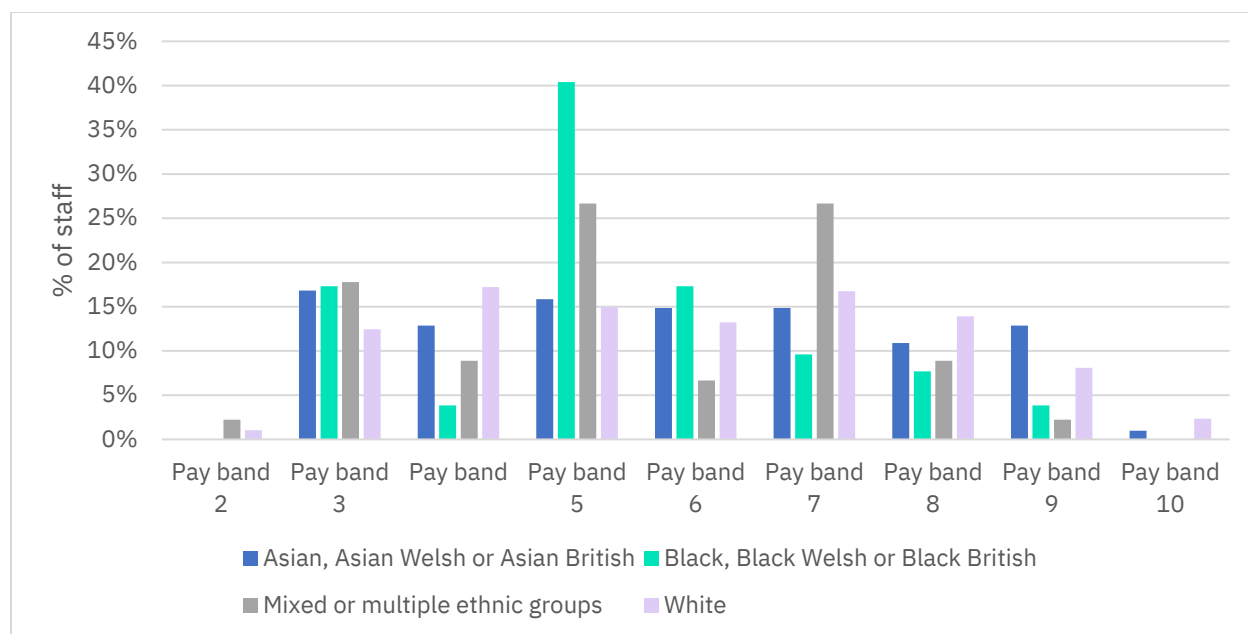
Table 7 Public Health Wales ethnicity pay gaps on 31 March 2024

	Mean	Median
White staff	£22.11	£18.37
Ethnic minority staff	£22.65	£17.95
- Asian, Asian British or Asian Welsh ('Asian')	£25.86	£18.37
- Black, Black British or Black Welsh ('Black')	£18.86	£18.37
- Mixed or Multiple ethnic groups ('Mixed')	£19.53	£18.37
Ethnicity pay gap	-2.5%	2.3%
- Asian/White pay gap	-17.0%	0.0%
- Black/White pay gap	14.7%	13.4%
- Mixed/White pay gap	11.6%	9.4%

Note: It is possible that these groupings, which combine ethnicities into broader groups, mask differences between specific ethnic minority groups but currently the numbers do not enable more granular analysis.

Figure 10 indicates that staff from Asian and White ethnic backgrounds are distributed more evenly across the pay bands, reflecting a relatively balanced representation. In contrast, staff from Black and Mixed ethnic backgrounds show a greater concentration in lower pay bands, particularly in Pay Bands 2 and 3, with significantly fewer representatives in higher pay bands, such as Bands 8, 9, and 10.

Figure 10 Distribution of staff by ethnicity and pay band



Analysis of the ethnicity pay gap by employee group shows significantly different outcomes for Asian staff in the medical group. The mean pay gap between Asian and White staff in the medical and dental group is -23.4% in favour of Asian staff, compared to 12.0% between Asian and White staff in the other staff groups and -17.0% across the organisation as a whole. Pay gaps for black and mixed heritage staff are high across all groups, although it should be noticed that there are relatively small numbers of staff from these ethnic groups. The pay gap for Black staff is also narrower within the medical and dental group.

Table 8 Ethnicity pay gap by ethnic sub group 2024

	Mean	Median
Asian/White pay gap		
- Medical and Dental staff group	-23.4%	-1.4%
- Other staff groups	12.0%	6.8%
- All staff	-17.0%	0.0%
Black/White pay gap		
- Medical and Dental staff group	5.0%	10.1%
- Other staff groups	17.5%	13.4%
- All staff	14.7%	13.4%
Mixed/White pay gap		
- Medical and Dental staff group	16.1%	20.6%
- Other staff groups	13.9%	15.0%
- All staff	11.6%	9.4%

Disability pay gap

In total 169 staff (7.1%) (116 women and 53 men) report having a disability or long-term condition, this is up from 137 staff (6.3% in 2023). The proportion of disabled staff has increased marginally however, at 7.1% the proportion of disabled staff employed at Public Health Wales is far lower than the proportion for the UK (15.3%)⁴

Figure 11 Proportion of disabled staff 2024

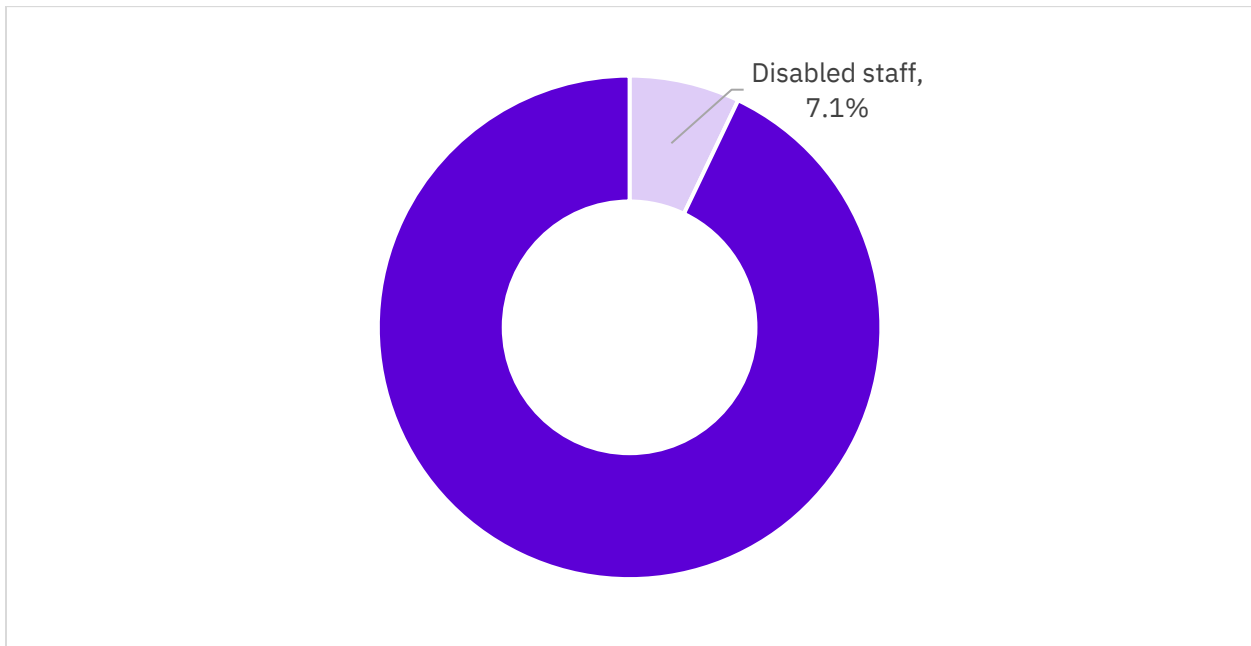


Table 9 Percentage of staff reporting a disability or long-term health condition, 2022–2024

	% of staff
2021-2022	6.0%
2022-2023	6.0%
2023-2024	7.1%

Note: excludes not stated and unspecified.

⁴Based on ONS data shows that there were 5.1 million disabled people in employment in June 2023.

The disability pay gap refers to the difference in average hourly pay between disabled and non-disabled employees across the whole organisation. The overall mean disability pay gap at Public Health Wales is 5.4% (up from 1.5% in 2023) and the median gap is 2.3% (down from 3.8%).

Table 10 Disability pay gap at 31 March 2024

	Mean	Median
Non-disabled staff	£21.98	£18.37
Disabled staff	£20.80	£17.95
£ difference	£1.18	£0.42
Disability pay gap	5.4%	2.3%

Note: hourly pay is shown to two decimal places.

The roles available to or commonly filled by disabled employees are distributed evenly by job level however, disabled employees may still face barriers in advancing to higher-paying roles, potentially due to workplace accommodations, limited access to mentorship, or biases in advancement opportunities.

Figure 12 Proportion of disabled staff by pay band

