
MERSEYSIDE POLICE

GENDER PAY REPORT

As an employer with over 250 police officers and police staff and as per the Equality Act 2010 there is a requirement to comply with regulations and commit to Gender Pay Reporting. This is the second report produced by Merseyside Police which provides the detail of the Gender Pay Gap produced by this force

The report has been completed to include both Police Officer and Police Staff information. It should be noted that Police Officer and Police Staff Pay is determined by separate negotiating machinery and pay is allocated to the rank/grade and is not gender specific. Female and males who undertake the same role will be paid in accordance with the pay allocated to the role/rank irrespective of their gender.



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preventing **crime**, protecting **people**

SUMMARY

AUDIT REQUIREMENT



Gender pay reporting shows the difference between the average (mean or median) earnings of men and women expressed as a %. This is different than an equal pay audit which seeks to determine imbalances between males and females for the same jobs, similar jobs or work of an equal value. The gender pay gap results will be determined to assess:

- Levels of gender equality within the Force
- Balance of males and females within bands within the organisation
- And how effectively talent is maximised.

Outcomes of any identified inequalities will be addressed.

The Regulations requires all public bodies to report on their gender pay gap each year and publish and report figures in the following key areas:

- The mean average pay gap
- The median average pay gap
- Median salary per quartile
- The mean bonus pay gap
- The median bonus pay gap
- % of males and females per population receiving bonus payments

The information in this summary represents the gender pay gap for Merseyside Police as at the snapshot date of 31st March 2018 and includes payments made to all Merseyside Police officers and Police Staff at that date. Salary information used in the calculation is inclusive of all gross payments and is made up of basic pay, shift allowances, payments for unsocial working and other elements of pay including bonus payments information at the key date.

Salary scales for each employment group are determined nationally and pay progression through the rank/grade is by annual increments subject to satisfactory performance. This annual progression takes place until the maximum point of scale for the rank/ grade is achieved.

THE FORCE



Merseyside Police consists of two groups of employees, police officers and police staff. Each employment group is subject to separate Terms and Conditions.

- **Police Officers** – The Police Regulations form the basis of an officer’s Terms and Conditions. These are Statutory Instruments determined by the Government based on recommendations received from the Independent Police Remuneration Review Body.
- **Police Staff** – The Police Staff Handbook. The salary scale is determined by the Police Staff Council Negotiating machinery. The grading structure within this salary range is determined by a Hay Job Evaluation process. As Police Community Support Officers (PCSO’s) are paid within the terms of the Police Staff Handbook they are included within this employment group.

The data has been calculated using mean and median calculation method detailed as follows:

MEAN

The difference between the average gross hourly earnings of male and females. This is expressed as a percentage of the average gross hourly earnings of male employees.

MEDIAN

This is the middle point of the dataset.

QUARTILE COMPARISON

An examination of the gender pay gap in expressed as a quartile of the workforce.

FINDINGS



Police Officers

Female Officers receive on average £0.74 less than male officers. This equates to a **mean average pay gap of 3.96%**. The median measure indicates that female officers receive an average of £0.33 less than male officers equating to a **median pay gap of 1.77%**

Police Staff

Female Police Staff receive on average £1.08 less than male police staff. This equates to a **mean average pay gap of 7.40%**. The median measure indicates that female police staff employees receive an average of £0.54 less than male officers equating to a **median pay gap of 4.02%**

The mean and median gender pay gap figures above for both police officers and police staff are below the national average.

Chief Officers

Female Officers receive on average £11.63 less than male officers. This equates to a **mean average pay gap of 17.68%**. The median measure indicates that female officers receive an average of £13.89 less than male officers equating to a **median pay gap of 21.26%**

The Chief Officer group consists of 6 Officers, 3 males and 3 females. The pay gap is as a result of the two highest ranks, Chief Constable and Deputy Chief Constable being performed by males at the snapshot date.

This report has been based on a total nominal headcount of 5611 relevant employees at the snapshot date, of this total, 2280 are female and 3331 are male. This equates to 40.63% females and 59.37% males respectively.

OVERALL GENDER PAY – WHOLE WORKFORCE

	MALE	FEMALE	GAP	%
MEAN AVERAGE HOURLY RATE	£17.68	£15.52	£2.16	12.22

MEDIAN	£18.43	£15.39	£3.04	16.49
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Females within the organisation receive on average £2.16 less than male police staff. This equates to a **mean average pay gap of 12.22%**. The median measure indicates that female police staff employees receive an average of £3.04 less than male officers equating to a **median pay gap of 16.49 %**.

QUARTILE DATA

	MALE	FEMALE
1st QUARTILE - Upper Quartile	69.35%	30.65%

2nd QUARTILE - Upper Middle Quartile	71.85%	28.15%
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3rd Quartile - Lower Middle Quartile	53.81%	46.19%
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4th QUARTILE - Lower Quartile	42.44%	57.56%
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The quartile summary indicates that the gender pay quartile gap is highest within the 2nd Quartile – Upper Middle Quartile. The 1st Quartile indicates that the gap between male and

females has reduced from 51.80% in the last reporting year to 38.70% in this reporting year. This is an indication of the progression of female officers and staff to more senior roles within the Force

BONUS PAYMENTS

The Force pays bonus payments. These are paid when there is a requirement for an officer or member of staff to perform a task of an unpleasant nature such as the fingerprinting of a badly decomposed body or for those who have excelled in performance.

Police Officer Bonus Payments

	Median Gap	Mean Gap	No's in receipt
Male	£50.00	£104.41	4.46%
Female	£50.00	£54.55	1.10%
Pay Gap	£0.00	£49.86	
Difference	0%	47.75%	

Police Staff Bonus Payments

	Median Gap	Mean Gap	No's in receipt
Male	£50.00	£50.00	1.61%
Female	£50.00	£83.33	0.94%
Pay Gap	£0.00	£33.33	
Difference	0%	66.66%	

Female police staff employees received an average of 66.66% more in respect of bonus payments than their male counterparts.

Whole Force– Bonus Payments

	Median Gap	Mean Gap	No's in receipt
Male	£50.00	£98.27	3.72%
Female	£50.00	£71.74	1.01%
Pay Gap	£0.00	£26.53	
Difference	0%	27.00%	

The Bonus Pay Gap has reduced from 30.47% in the last reporting year to 27% in this year.

OVERALL SUMMARY

There are many different features that impact on gender related pay.

It is acknowledged that police officer and police staff pay is determined in accordance to the rank/grade and that there is no relation to gender. Females and male officers and staff who perform the same rank/grade will receive the same full time equivalent rate of pay for the rank/grade that is undertaken and that progression through the rank /grade is by means annual increment

The factors that influence differences within gender related pay include

- Females are more likely to progress through the ranks/grades at a much slower pace than their male counterparts as they place family before career. Therefore career progression is slower.
- The availability of family friendly policies and the ability to vary hours of work to suit commitments. This is adopted in the main but not exclusively by females and can result in the loss of certain allowances as working patterns are changed with the loss of shift related allowances
- Part time working, more females tend to work part time than their male counterparts which again affects the difference in overall pay and allowances which are subject to pro rata. This can be attributed to both police officers and police staff.
- In the main men work more unsocial hours resulting in a higher overall remuneration.

- Some historical allowances have the result of increasing remuneration, this applies to allowances such as rent and housing allowance, applicable to officers in service prior to 1st September 1994. These allowances are paid in the main to male officers and were in payment at a time when the % ratio of male to female officers was historically much greater than that representative of the present day. These allowances will be phased out as officers leave the organisation.

Merseyside Police are committed to ensuring that any issues which impact on the pay and pay gender equality are addressed by:-

Ensuring that female officers and staff continue to progress through the rank and grading structure via positive promotion processes.

Maintaining a continuous impetus on the recruitment, retention and progression of female officers and police staff not only on engagement but to more senior roles within the organisation.

We continue to work with our Women's Network and Part Time Working Network to promote gender equality.