



Gwasanaeth Tân ac Achub  
Canolbarth a Gorllewin Cymru

Mid and West Wales  
Fire and Rescue Service

# GENDER PAY GAP

Report

2018



Gwasanaeth Tân ac Achub  
Canolbarth a Gorllewin Cymru

Mid and West Wales  
Fire and Rescue Service

## **CHIEF FIRE OFFICER STATEMENT**

*“Mid and West Wales Fire and Rescue Service (MAWWFRS) is committed to the principle of equal opportunities and equal treatment for all employees, regardless of the protected characteristics they share or their personal circumstances.*

*We are pleased that MAWWFRS has a gender pay gap lower than comparable national figures. However, we accept there is more to do to fully embrace gender parity. This is not simple, easy or a quick fix; gender pay gaps are the outcome of economic, cultural, societal and educational factors, and Fire Services face a significant challenge in undoing years of misconceptions and occupational segmentation.*

*We are a public service organisation and need to reflect the communities we serve. There is no doubt that we are on a journey, with a long road ahead, but we are proud of the steps the Service has taken, and plan to take, to redress any imbalances. In doing so, we have witnessed the benefits diversity and inclusion bring to this Organisation”*

Chris Davies, Chief Fire Officer





Therefore, we have used their contractual hours which covers drill (training) nights. We acknowledge that this has the effect of inflating the hourly rate of pay but have treated each on call employee in the same way. As their actual hours are dictated by emergency incidents we are satisfied that this does not give rise to any gender disparity.

## **WHAT INFORMATION MUST BE REPORTED?**

According to the Regulations, the following 6 calculations are required and explained below. They are all expressed in percentages.

### **1. Mean (average) Gender Pay Gap**

The difference between the mean hourly rate of pay of male full-pay relevant employees and that of female full-pay relevant employees (Regulation 8).

A **mean** average involves adding up all the numbers and dividing the result by how many numbers were listed.

### **2. Median Gender Pay Gap**

The difference between the median hourly rate of male full-pay relevant employees and that of female full-pay relevant employees (Regulation 9).

A median average involves listing all numbers in numerical order. The median average is the middle number when there is an odd number of results. If there is an even number of results, the median will be the mean of the two central numbers.

### **3. Mean Bonus Gender Pay Gap**

The difference between the mean bonus pay paid to male relevant employees and that paid to female relevant employees.

### **4. Median Bonus Gender Pay Gap**

The difference between the median bonus pay paid to male relevant employees and that paid to female relevant employees (Regulation 11).

### **5. Proportion of Males and Females receiving a bonus payment**

The proportions of male and female relevant employees who were paid bonus pay (Regulation 12).

### **6. Proportion of Males and Females in each quartile pay band**

The proportion of male and female full-pay relevant employees in the lower, lower middle, upper middle and upper quartile pay bands (Regulation 13).



## **MID AND WEST WALES FIRE AND RESCUE SERVICE GENDER PAY DATA AS AT 31 MARCH 2018**

### **Workforce Information**

Mid and West Wales Fire and Rescue Service employees	
<b>Gender</b>	<b>Employees</b>
<b>Female</b>	205
<b>Male</b>	1,165
<b>Grand Total</b>	1,370

### **1 & 2: MEAN AND MEDIAN GENDER PAY GAP**

- The mean (average) gender pay gap is **13.83%**
- The median gender pay gap is **14.12%**

	<b>Female</b>	<b>Male</b>	<b>Gap</b>	<b>%</b>
<b>Average Hourly Rate</b>	£12.70	£14.74	-£2.04	13.83
<b>Median</b>	£11.74	£13.67	-£1.93	14.12

### **Comments**

The above shows that female staff earn on average 13.83% less than male staff. This equates to £2.04 an hour less. Taking the mean hourly rate takes account of all salaries, and in the case of MAWWFRS this includes the salaries of senior managers who are mostly male, which will account for the large pay gap between male and female staff.

The median gender pay gap also favours males slightly, showing that at the mid salary point of the salaries within MAWWFRS, male staff are paid £1.93 more per hour than their female counterparts. Within this median category, female employees earn on average 14.12% less than male employees.

The report highlights that there are more male staff than female staff in higher paid operational roles. A larger number of males are in senior management positions and therefore within the mid and high bands of pay. The pay gaps do not indicate that male and female employees are being paid differently for equal work.



<sup>1</sup>MAWWFRS mean gender pay gap is below the Office of National Statistics (ONS) provisional 2018 public sector Gender Pay Gap mean of 17.5% and is below the median of 19.0%.

MAWWFRS applies the nationally agreed framework of roles and pay scales, which defines the content of each role and the national pay rate for firefighters, control staff and retained firefighters. MAWWFRS also operates a robust grading structure based on a non-discriminatory job evaluation scheme for support staff, to ensure that we comply with equality legislation and provide equal pay for work of equal value.

### **3-5: BONUS PAYMENTS**

MAWWFRS does not offer a bonus to any employees. Therefore:

- The mean bonus pay gap – **Not Applicable**
- The median bonus pay gap – **Not Applicable**
- The proportion of males receiving a bonus payment – **Not Applicable**
- The proportion of females receiving a bonus payment – **Not Applicable**

### **6: SALARY QUARTILE BANDS**

Proportion of females and males in each quartile band:



Key:





<b>Salary Quartile Bands – Breakdown</b>						
	<b>Hourly Rate Range</b>	<b>Female</b>	<b>Female %</b>	<b>Male</b>	<b>Male %</b>	<b>Total</b>
<b>1 High</b>	£15.15 - £66.81	33	10%	309	90%	342
<b>2 Mid Upper</b>	£13.67 - £15.15	36	11%	306	89%	342
<b>3 Mid Lower</b>	£13.25 - £13.67	10	3%	332	97%	342
<b>4 Low</b>	£3.50 - £13.25	124	36%	219	64%	343
<b>Total</b>		<b>203</b>		<b>1,166</b>		<b>1,369</b>

### **Comments**

The “high” quartile salary band is dominated by male staff (90% male), meaning they are the highest earners in the organisation.

The pay quartile analysis shows that there is a higher proportion of female employees in the lower quartile and it is this distribution of employees that results in the gender pay gaps.

The lowest hourly rate in the organisation is £3.50 (apprentice under the age of 21) and the highest is £66.81.

### **POSSIBLE REASONS FOR GENDER PAY GAP IN MID AND WEST WALES FIRE AND RESCUE SERVICE**

The workforce is predominantly male (85%), and a high proportion of the workforce are operational and control staff (both governed by NJC Terms and Conditions as set out in Grey Book and Gold Book) and are split 7% female and 93% male which mirrors 2017 reporting.

The support staff, however are governed by the National Joint Council for Local Government Services known as the ‘Green Book’ and have a higher proportion of female employees - 56% female and 44% male.

The lack of gender diversity among operational staff is a National challenge for Fire and Rescue Services and has a historical and societal context. To date, the occupation is still perceived by some as a male occupation and MAWWFRS remains committed to changing such views as part of its wider positive action initiatives.



The over-representation of men in the Fire and Rescue sector as a whole is well documented.

With more men in the operational workforce, it is likely that differences in pay are exacerbated. In addition, with fewer women in MAWWFRS, there is a smaller pool from which to promote to higher paid roles, partly explaining the low proportion of women in higher paid quartiles. How MAWWFRS is addressing this will be discussed further below.

MAWWFRS is confident that its gender pay gap does not stem from paying men and women differently for the same or equivalent work. Rather, its gender pay gap is the result of the roles in which men and women work within the Organisation and the salaries that these roles attract.

### **ACTION PLAN FOR 2018/19:**

As this is the second year a gender pay gap has been reported, the most important point is how MAWWFRS addresses the gap. As such, MAWWFRS is committed to a programme of work as follows. It should be emphasised that the majority of this work was already taking place irrespective of the findings of this report:

- **Positive Action Awareness Days in Recruitment:** MAWWFRS will increase the number of Awareness Days for 2019/20 to encourage more female applicants to operational posts. Such days focus on the overview of the recruitment process.
- **Onboarding Support:** MAWWFRS recognises that not only is it important to recruit more women, but that they need to be supported whilst in employment.

As such, MAWWFRS launched its women's network and is committed to developing this network so that it can effectively support female employees. The opportunity for new female staff to be mentored by longer-serving women should also be promoted.

- **Training and Development:** MAWWFRS will continue to look at training and development opportunities for female staff to ensure they are in the best position possible to access promotion opportunities.