



2023 States of Jersey  
Gender Pay Gap Report  
**As at 30 June 2023**

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## Introduction

The Government of Jersey has committed to publish the gender pay gap data since 2019. Figures provided are based on a snapshot of data for 30 June 2023, with comparisons from 30 June 2022, and overall figures for 30 June 2021, and are representative of hourly rates of pay.

The gender pay gap shows the difference in the average pay between all men and women in a workforce. If a workforce has a particularly high gender pay gap, this indicates the need to explore and address issues.

### What is a gender pay gap?

A gender pay gap shows the difference in the average gross hourly earnings between all men and women in a workforce. It is a measure of workplace disadvantage in terms of a comparison between male and female average hourly rates of pay.

The gap is measured as:

**A positive measure**, if e.g., a gap exists of 12%, this indicates that females earn on average, less per hour than their male counterparts.

**A negative measure**, e.g., -5% indicates that females earn more than their male counterparts. This may be evident in areas where there are typically higher paid female employees, or a higher volume of male employees paid at a lower rate.

## Equal Pay

The gender pay gap is different to equal pay. Equal pay deals with the pay differences between men and women who carry out the same jobs, similar jobs, or work of equal value.

The Government of Jersey and Non-Ministerial Departments always pay equally for the same roles within a pay group, regardless of gender. The Government of Jersey has established reward structures for individual pay groups, with grades and pay or pay ranges for levels of work. Salaries are paid according to the grade of a job irrespective of gender. Current public sector pay scales are published and can be accessed [here](#).

## What is the gender pay gap for 2023?

The gender pay gap for States of Jersey (Government of Jersey and Non-Ministerial Departments) is:

Table 1 – States of Jersey gender pay gap

Measure	2023	2022	2021
Median hourly pay gap	12.5%	15.0%	12.4%
Mean hourly pay gap	14.6%	14.1%	14.3%

Table 2 – Staff data included in the gender pay gap calculations

All Staff Data included in the comparison periods	2023	2022	2021
Male Employee Headcount	2,829	2,674	2,726
Female Employee Headcount	4,929	4,582	4,586
% of staff that are female	63.5%	63.1%	62.7%

The median hourly pay gap has decreased by 2.5 percentage points since 2022. However, the mean hourly pay gap has seen a slight increase of 0.5 percentage points. Compared to 2021, however, the gender pay gap has remained consistent. This implies that 2022 may have been a 'blip'. The timings of the pay awards in 2022 impacted on the gender pay gap for that year. The gender pay gap data is taken as a snapshot during June, and 2022 saw some of our female dominant pay groups receiving the 2022 pay award and applicable back-pay after June. Pay awards data across pay groups is available on page 159 in the [2023 Remuneration and Staff Report](#).

Note: The total number of employees included in the analysis will differ from the actual headcount of employees for the period, due to exclusions as outlined [here](#).

## Underlying causes of the gender pay gap

The workforce profile represents some roles which traditionally employed and attracted one gender more than another and this is evident as follows (for 2023):

- 91% of teaching assistants are female.
- 81% of nurses and midwives are female.
- 70% of teachers are female (excluding headteachers and deputy headteachers, where just over 60% are female)
- 63% of doctors and consultants are male.

- 97% of States of Jersey Fire & Rescue employees are male.
- 80% of prison employees are male.
- 69% of police (civilian and non-civilian) employees are male.
- 67% of manual workers are male.

The States Employment Board has acted to understand some of the underlying causes since 2020.

The number of females appointed to senior roles has increased year on year since 2021 (in Tier 1 and Tier 2 roles) which is indicative of the positive shift in the appointment of females at a senior level.

Although the data is based on hourly rates of pay, the higher volume of female employees in part-time roles compared to males is indicative of the known issue that many females are typically the main carers and reduce their working hours to accommodate, in comparison to males.

## What the Government of Jersey is doing to address the gender pay gap

The Government of Jersey is taking steps to address the gender pay gap. Structured and transparent pay grades and scales are in place, alongside increased flexibility, particularly for working parents as part of the [flexible working policy](#).

### Codes of Practice and Employees Rights at Work

In 2023, the States Employment Board (SEB) issued Codes of Practice (which includes the code of practice for [Employees Rights at Work](#)) to all employees of the Board, being in public service of the States of Jersey.

Public servants are those engaged on behalf of the SEB including employees, agency, and interim workers, directly contracted individuals and office holders engaged directly on behalf of the SEB as defined by the Employment of States of Jersey Employees (Law) 2005.

The full Codes of Practice, which set out the Objectives, Operational Statement, and Code particulars are available here: [States of Jersey Codes of Practice \(gov.je\)](#).

The six codes of practice are:

- Standards in Public Service
- Employee rights at work
- Performance and accountability
- Reward and benefits.
- Engagement
- Talent development.

## Equal Opportunities

The Public Service is fully committed to equal opportunities. The [Equality and Diversity policy](#) is to ensure that all candidates and employees receive equal treatment regardless of gender, age, disability, race, religion or social circumstances, subject to the constraints of current immigration and housing rules.

The Jersey Public Service is committed to supporting candidates with special employment needs or barriers to employment. 'Barriers to employment' is a broad term used to describe a range of circumstances, and may include:

- People who have been out of work long term and are in need of re-skilling.
- People with disabilities or illnesses (these may be major or minor, short, or long term)
- People with learning difficulties
- Ex-offenders (subject to the nature of offences and role applied for)
- Existing employees recovering from illness or injury.

The aim is to focus on the person's ability to achieve the role's objectives. Any barriers to employment that a candidate may have will always be taken into consideration, and support in demonstrating their abilities during the recruitment process will be arranged.

Under our Guaranteed Interview Scheme, all candidates with a disability, who meet the essential criteria for the role, will be shortlisted for interview. The essential criteria for the job are the key skills (as indicated on the applicable advertisement), knowledge and experience required to perform the role.

## Female representation in senior roles

Historically, senior roles within Government were typically staffed by males. However, since 2021, the SEB has increased the number of females appointed to senior roles (in Tier 1 and

Tier 2). The total number of females in Tier 1 and 2 has increased from 11 in 2021 to 16 in 2023, compared to 30 males in 2021 rising to 33 in 2023. This is indicative of the positive shift in the appointment of females at a senior level.

To further build on this positive shift, the Government has also developed the 'Women Into Leadership network' (IWILL) alongside a mentoring programme. The IWILL network has partnered with Board Apprentice to run a scheme aiming to increase board member gender diversity across the public sector, arm's length organisations (ALOs), and wider States owned bodies. The Board Apprentice scheme will place female employees on a public sector, ALO or States owned board as an apprentice for 12 months.

The composition of our senior employees is shown below, split by Tier 1 and Tier 2. Our Chief Executive Officer is classed as Tier 0. Whilst the combined Tier 1 and Tier 2 female occupied roles have increased, the representation of Tier 1 females has decreased with both the median and mean pay gap increasing.

### Tier 1 and 2 gender split and gender pay gap

Table 3 – Tier 1 and 2 2023 Data

Tier	Number of male employees	Number of female employees	% female	Median hourly pay gap	Mean hourly pay gap
Tier 1	6	1	14.3%	11.9%	14.8%
Tier 2	27	15	35.7%	-4.0%	4.5%
Total	33	16	32.7%		

Table 4 – Tier 1 and 2 2022 Data

Tier	Number of male employees	Number of female employees	% female	Median hourly pay gap	Mean hourly pay gap
Tier 1	7	2	22.2%	0.3%	2.4%
Tier 2	27	10	27.0%	-6.0%	-1.2%
Total	34	12	26.1%		

Table 5 – Tier 1 and 2 2021 Data

Tier	Number of male employees	Number of female employees	% female	Median hourly pay gap	Mean hourly pay gap
Tier 1	9	3	25.0%	3.3%	2.3%
Tier 2	21	8	27.5%	-1.8%	-1.6%
Total	30	11	26.8%		

### Pay transparency

Transparency of pay and reward provides information to help assess how pay is allocated. This prompts a review and assessment of any contributing factors towards the gender pay



gap. To ensure transparency, the States of Jersey annual report publishes a remuneration and staff report in which salaries and allowances of the Executive Leadership team is published. The 2023 Annual Reports and Accounts can be accessed [here](#).

## Reward and benefits

The SEB has the following principles for Reward:

- Equal pay for equal work
- Market sensitivity
- Total reward approach
- Flexibility
- Performance and recognition
- Affordability and sustainability
- Socially responsible.

## Talent Development

The SEB expect standards to be in place for public servants in respect of talent development across the Public Service. The Board requires public servants to:

- hold professional learning and development discussions as part of regular supervision and within the performance management system
- ensure the diversity of public servants by offering an inclusive approach with different learning provisions that meet diverse learning styles, backgrounds and needs of the individual
- work together to build a view of the future of work for our people and our Island and deliver a plan to get there
- have a focus on internal succession planning and attracting more Islanders into roles within the public service.

## Diversity, Equity, and Inclusion Strategy (DEI)

The diversity, equity, and inclusion strategy, approved early 2022, includes a governance and delivery framework. Considerable effort has been invested into developing this strategy, with the primary focus being on creating and developing an inclusive environment and working practices where individuals can be themselves, be supported at work, fulfil their potential, and feel that they belong.

Since launching our Diversity, Equity and Inclusion Strategy, as part of our ‘Your Experience’ commitment in the People Strategy, our employee-led networks continue to go from strength to strength. In 18 months, much has been achieved with more potential for the future.

The networks set their agenda, topics and are supported by the States Employment Board to challenge us in our thinking, understanding and actions. The networks are hugely valuable in engaging directly with employees with different perspectives, lived experiences and a better understanding of the needs of different people. Over 1,400 employees have been involved in DEI network activities. Our current networks in a snapshot are:



## Family Friendly Employer

### Flexible working

A flexible working programme (flex positive) was launched within Government of Jersey during 2021. The aim of this programme was to increase the commitment to flexible working across Government, and to be recognised as a “flexible” employer. Several pilots were set up within departments, which provided the opportunity to trial alternative methods to flexible working, with a follow up survey to determine effectiveness. These were supported independently by a leading recognised flexible working organisation (Timewise).

Following the success of 'Flex Positive', the [Flexible Working Policy](#) was revised and re-launched in September 2023 and forms part of the code of practice for [Employees Rights at Work](#).

The flexible working policy allows for informal requests for flexible working to be made to respond to short term situations, but also includes the right to request a change to working arrangements on a formal basis from the first day of employment. The revised policy includes toolkits to guide managers on how to consider and implement flexible working requests and applies a reason neutral approach. Espresso sessions have been available to line managers since 2022, which provides training and guidance on how to consider flexible working requests fairly and objectively.

### Strategic workforce planning

The Government of Jersey has made considerable progress in introducing strategic workforce plans within departments. Through this process, departments completed an analysis of their workforce data to include gender and pay data. Diversity risk areas were then identified and opportunities for improvement to be implemented.

### Next steps

The above actions indicate the significant effort which is being made to address the gender pay gap. This will continue in the form of an overall action plan built into departments people plans, where progress can continue to be reported on.

## Methodology:

The gender pay gap reports for 2019 and 2020 were based on hourly pay of staff. From 2021 onwards we have moved to follow the UK government advice and report on ordinary hourly pay. This pay includes basic pay along with standby, shift payments and any supplements. It does not include pay associated with overtime. Bonuses are not provided and are therefore not included.

Data is reported from June to June and differs from the Annual Reports and Accounts, which are reported December to December.

The following data is excluded (in line with UK reporting):

- employees who started or ended employment during the month of June
- employees on reduced pay for parental leave

- employees on career breaks or prolonged period of unpaid leave
- employees on zero pay due to long term sick leave.

Where data has been redacted within the report, this is to ensure employees individual salaries are not identifiable.

Some information will count employees more than once, where they fall into more than one salary bracket for their FTE and salary, or where they work for more than one department. Both median and mean ordinary hourly pay has been calculated. The same calculations applied to teachers has been applied for headteachers hourly pay.

### What defines ordinary pay?

Ordinary pay includes basic pay along with standby, shift payments and any supplements. It does not include pay associated with overtime.

Table 6 – payments and supplements included and counted as ordinary pay

Payment or supplement	Counted as ordinary pay?
Basic pay	Yes
Overtime pay	No
Shift pay	Yes
Supplements	Yes

## Gender pay gap data

The data for the States of Jersey gender pay gap is based on information at 30 June 2023. Data for 30 June 2022 has been included for ease of comparison. Gender Pay Gap data for 2021 can be found [here](#).

The metrics shown include:

- data for all direct employees of the States of Jersey, including those on permanent and fixed term contracts
- difference in the mean (average) pay of the hourly rate of men and women expressed as a percentage
- difference in the median (middle) pay of the hourly rate of men and women expressed as a percentage
- difference in mean and median hourly rate of men and women in tier 1 and tier 2 senior leadership roles and for the remaining organisation by department
- number and percentage of workforce who are male or female

- percentage of workforce who are male or female at each salary band
- gender comparison by departments and pay groups
- gender comparison for the whole workforce split into 4 quartiles, where quartile 1 is the percentage workforce on the lowest 25% hourly rate and quartile 4 is the percentage of the workforce on the highest 25% hourly rate.

## Profile of the States of Jersey workforce

The States of Jersey workforce is diverse and covers multiple public sector organisations, including the Government of Jersey and Non-Ministerial departments. Together, the Government of Jersey delivers a wide range of central and local government, legal and parliamentary functions, and services. They also employ a diverse range of employment groups and professions, spanning a wide array of strategic and delivery activities.

Some of these professions or employment groups have traditionally employed and attracted one gender more than another. For example, teachers and nurses are predominately female, while manual workers and those working in uniformed services (like the Police and Fire and Rescue Service) are predominantly male.

Although the data is based on hourly rates of pay, the higher volume of female employees in part-time roles compared to males is indicative of the known issue that many females are typically the main carers and reduce their working hours to accommodate, in comparison to males.

### Departmental Part-Time data

The gender pay gap is based on hourly rates of pay; however, table 7 below shows the percentage of males and females who worked part-time in 2023, and table 8 for 2022. Any employee working less than 1 full-time-equivalent (FTE) across all roles held in any department, is counted as part-time.

Table 7 – 2023 percentage females / males working part-time by department

Department	% Female part-time	% Male part-time
Chief Operating Office	19.5%	1.0%
Children, Young People, Education & Skills	55.9%	27.2%
Customer and Local Services	26.9%	10.2%
Department for the Economy	21.1%	0.0%
Department of External Relations	0.0%	20.0%

Health and Community Services	28.5%	9.9%
Infrastructure and Environment	25.5%	4.5%
Justice and Home Affairs	14.2%	3.2%
Non-Ministerial Departments	23.8%	7.4%
Office of the Chief Executive	27.5%	3.4%
Strategic Policy, Planning and Performance	31.3%	9.6%
Treasury and Exchequer	13.4%	1.4%
<b>Overall Total</b>	<b>37.5%</b>	<b>10.6%</b>

Table 8 – 2022 percentage females / males working part-time by department

Department	% Female part-time	% Male part-time
Chief Operating Office	19.2%	0.6%
Children, Young People, Education & Skills	53.1%	18.3%
Customer and Local Services	23.4%	10.1%
Department for the Economy	18.8%	0.0%
Department of External Relations	0.0%	20.0%
Health and Community Services	28.4%	8.3%
Infrastructure and Environment	25.6%	2.7%
Justice and Home Affairs	15.0%	3.1%
Non-Ministerial Departments	28.0%	8.1%
Office of the Chief Executive	23.9%	7.1%
Strategic Policy, Planning and Performance	19.8%	8.7%
Treasury and Exchequer	13.9%	2.2%
<b>Overall Total</b>	<b>36.3%</b>	<b>8.0%</b>

## Gender Split by Salary Band

In 2023, 51.6% of female employees earned less than £50,000 in contrast to 41.5% male employees. In 2022, 54.9% of female employees and 45.9% of male employees earned less than £50,000 per annum.

Table 9 – 2023 percentage proportion of females / males at each salary bracket

Salary bracket	Proportion out of total Female employees	Proportion out of total Male employees
£250,000 to £299,999	0.0%	0.2%
£200,000 to £249,999	0.1%	0.4%
£150,000 to £199,999	0.6%	2.4%
£100,000 to £149,999	2.1%	4.9%
£50,000 to £99,999	45.6%	50.7%
< £49,999	51.6%	41.5%

Table 10 – 2022 percentage proportion of females / males at each salary bracket

Salary bracket	Proportion out of total Female employees	Proportion out of total Male employees
£250,000 to £299,999	0.0%	0.0%
£200,000 to £249,999	0.0%	0.2%
£150,000 to £199,999	0.3%	1.8%
£100,000 to £149,999	1.5%	4.2%
£50,000 to £99,999	43.3%	47.8%
< £49,999	54.9%	45.9%

## Fair pay disclosure

The following table provides details of pay ratios and multiples. The median remuneration is a form of average, representing the individual where 50% of employees earned more and 50% earned less. This is the mid-point of remuneration. The calculations are based on a full-time equivalent annual salary (including benefits, but not including pension contributions by the employer). This represents all employees on a permanent, temporary or fixed-term contract, but not including those on zero-hour contracts. The percentage increase in the highest salary from 2022 to 2023 was 8.86%. The overall increase in all salaries from 2022 to 2023 was 7.2%.

Table 11 – 2023 and 2022 Fair Pay Disclosure

	2023	2022
Pay ratio between the highest paid employee and the lowest paid employee	14:1	18:1
Pay ratio between the highest paid employee and the 25th percentile pay of all employees	7:1	7:1
Pay ratio between the highest paid employee and the median pay of all employees	6:1	5:1
Pay ratio between the highest paid employee and the 75th percentile pay of all employees	4:1	4:1
Upper quartile Remuneration	£65,217	£62,142
Median Remuneration	£50,722	£48,271
Lower quartile remuneration	£38,421	£35,608
Gender Pay Gap Median Hourly Pay	12.5%	15.0%
Gender Pay Gap Mean Hourly Pay	14.6%	14.1%

Comparison with other sectors is provided in the Jersey Earnings Statistics and Gender Pay Gap report published in June 2023 by Statistics Jersey: [Earnings statistics and gender pay report - June 2023.pdf \(gov.je\)](#). This includes the real-term change from June 2016 to June 2023 for each sector. The largest decrease seen was in the public sector, which saw a 15% real-term decrease from June 2016 to June 2023.

## Headcount by Gender and Salary Quartile

The proportion of females and males in each quartile has a considerable effect on the median over both years, 71% of employees in the lower quartile are female, compared to only 29% of males.

Table 12 – 2023 salary quartile gender split

Quartile Group	Female Headcount	Male Headcount	% Female	% Male
1st Quartile - £0 - £22.87	1,391	560	71%	29%
2nd Quartile - £22.87 - £29.84	1,198	680	64%	36%
3rd Quartile - £29.84 - £38.38	1,313	743	64%	36%
4th Quartile - £38.38+	1,085	895	55%	45%

Table 13 – 2022 salary quartile gender split

Quartile Group	Female Headcount	Male Headcount	% Female	% Male
1st Quartile - £0 - £20.85	1,309	495	73%	27%
2nd Quartile - £20.85 - £28.20	1,116	732	60%	40%
3rd Quartile - £28.20 - £36.82	1,168	670	64%	36%
4th Quartile - £36.82+	1,044	824	56%	44%

## Gender Pay Gap by Department

Table 14 – 2023 gender pay gap by department

Department	Female Headcount	Male Headcount	% Female	Female Median Hourly Pay	Male Median Hourly Pay	Median Hourly Pay Gap
Chief Operating Office	174	193	47.4%	£32.92	£36.27	10.2%
Children, Young People, Education & Skills	1,915	577	76.8%	£25.75	£31.34	21.7%
Customer and Local Services	175	108	61.8%	£25.06	£27.24	8.7%
Department for the Economy	19	25	43.2%	£48.62	£50.88	4.7%
Department of External Relations	8	5	61.5%	Redacted		
Health and Community Services	1,718	651	72.5%	£29.00	£29.27	0.9%



Infrastructure and Environment	157	486	24.4%	£29.84	£28.40	-4.8%
Justice and Home Affairs	267	442	37.7%	£31.91	£31.42	-1.5%
Non-Ministerial Departments	164	108	60.3%	£35.12	£41.05	16.9%
Office of the Chief Executive	40	29	58.0%	£36.27	£41.70	15.0%
Strategic Policy, Planning and Performance	115	73	61.2%	£34.00	£40.41	18.8%
Treasury and Exchequer	187	139	57.4%	£32.92	£38.98	18.4%

Table 15 – 2022 gender pay gap by department

Department	Female Headcount	Male Headcount	% Female	Female Median Hourly Pay	Male Median Hourly Pay	Median Hourly Pay Gap
Chief Operating Office	130	172	43.0%	£32.55	£33.62	3.3%
Children, Young People, Education & Skills	1,750	562	75.7%	£23.38	£31.18	33.4%
Customer and Local Services	209	109	65.7%	£23.22	£23.22	0.0%
Department for the Economy	16	22	42.1%	£50.09	£53.33	6.5%
Department of External Relations*	5	7	41.7%	Redacted		
Health and Community Services	1,677	625	72.8%	£27.69	£26.41	-4.6%
Infrastructure and Environment	82	404	16.9%	£31.01	£26.72	-13.8%
Justice and Home Affairs	234	449	34.3%	£29.03	£30.47	4.9%
Non-Ministerial Departments	157	99	61.3%	£30.51	£37.45	22.8%
Office of the Chief Executive*	41	21	66.1%	£33.62	£38.65	15.0%
Strategic Policy, Planning and Performance	106	69	60.6%	£31.88	£37.45	17.4%
Treasury and Exchequer	187	139	57.4%	£29.05	£36.12	24.4%

\*The Department of External relations was previously reported as part of Office of the Chief Executive in the 2022 gender pay gap report. The department has been split out in this table to enable year on year comparison.

## Observations

- The highest gender pay gap is in Children, Young People, Education and Skills (CYPES), where the proportion of females in lower paid roles is higher. However, the gender pay gap for this department has significantly decreased since 2022.
- The next biggest department by headcount is Health and Community Services (HCS) where the gender pay gap has increased from -4.6% to 0.9% from 2022 to 2023. This shows that the gender pay gap has gone from females earning more than males to males earning more than females. However, the gender pay gap is <1%, which would indicate that female median pay is almost equal to male pay.
- Infrastructure and Environment has gone from -13.8% to -4.8%. This represents a decrease in female employees paid at a higher rate than their male counterparts, even though there is still a higher proportion of females in these roles. The gap is also

indicative of the higher volume of male employees within manual worker roles who are paid at a lower rate.

- Justice and Home Affairs has seen a decrease of 6.4 since 2022.
- Economy, Non-Ministerial Departments and Treasury and Exchequer have all seen a decrease in their gender pay gap in 2023.
- Customer and Local Services saw the transfer of the People Hub to the Chief Operating Office in 2023 which directly impacted on the overall the overall gender pay gap for the departments due to the service being predominately female.
- The Office of the Chief Executive remained at 15% in 2023.

## Gender Pay Gap by Pay Group

Table 16 – 2023 gender pay gap by pay group

Pay Group – Refined	Female Headcount	Male Headcount	% Female	Female Median Hourly Pay	Male Median Hourly Pay	Median Hourly Pay Gap
Civil Servants	2,285	1,262	64.4%	£29.84	£34.00	14.0%
Crown States Legal Appointment	3	8	27.3%	Redacted		
Doctors and Consultants	78	132	37.1%	£56.21	£83.07	47.8%
Fire	2	61	3.2%	Redacted		
Heads & Deputies	52	33	61.2%	£52.61	£53.90	2.5%
Manual Workers	252	503	33.4%	£20.10	£22.00	9.4%
Nurses and Midwives	813	183	81.6%	£32.60	£31.77	-2.6%
Personal Contract Holders	19	32	37.3%	£85.62	£86.09	0.5%
Police	59	129	31.4%	£37.66	£37.66	0.0%
Prison	22	88	20.0%	£26.98	£30.88	14.4%
Teachers	648	283	69.6%	£34.79	£34.79	0.0%
Teaching Assistants	605	60	91.0%	£20.68	£22.12	6.9%
WFM Groups	107	58	64.8%	£28.68	£29.71	3.6%

Table 17 – 2022 gender pay gap by pay group

Pay Group – Refined	Female Headcount	Male Headcount	% Female	Female Median Hourly Pay	Male Median Hourly Pay	Median Hourly Pay Gap
Civil Servants	2,043	1,121	64.6%	£26.32	£31.51	19.7%
Crown States Legal Appointment	27	30	47.4%	£67.19	£75.28	12.1%
Doctors and Consultants	69	106	39.4%	£51.04	£79.42	55.6%
Fire	1	62	1.6%	Redacted		
Heads & Deputies	44	34	56.4%	£51.78	£53.48	3.3%
Manual Workers	256	494	34.1%	£18.44	£20.85	13.1%
Nurses and Midwives	798	166	82.8%	£32.75	£32.73	-0.1%
Personal Contract Holders	17	31	35.4%	£79.35	£80.00	0.8%
Police	54	141	27.7%	£34.91	£34.91	0.0%

Prison	18	92	16.4%	£25.73	£28.11	9.3%
Teachers	623	281	68.9%	£33.81	£33.81	0.0%
Teaching Assistants	549	57	90.6%	£19.17	£19.82	3.4%
WFM Groups	103	62	62.4%	£26.38	£27.04	2.5%

Note: Law appointments incorrectly sat under Crown States Legal Appointments in 2022. Following a data cleanse, these were moved to Civil Servants in 2023. Whilst all Law Appointments now sit under Civil Servants, they have separate union negotiated pay scales.

## Observations

- Whilst the gap has reduced, there are still significant gender pay gaps within pay groups such as Doctors and Consultants where the proportion of females at the highest paid grade is smaller than those at junior grade level. The pay scales for Doctors and Consultants are broad, ranging from foundation level doctors to medical consultants which also creates a significant gender pay gap;
- Police Officers and Teachers have consistently retained a zero gender pay gap during 2022 and 2023. This means that although there are higher percentages of male and female staff (respectively), the pay rates applied are equal.
- Civil Servants, Heads & Deputies, Personal Contract Holders, and Manual Workers have all seen a reduction in the gender pay gap in 2023.

## Annex:

### Measures of the gender pay gap

<b>Pay gap</b>	Represents the difference in the average pay between male and female.
<b>Mean</b>	The sum of the values, divided by the number of values (average).
<b>Median</b>	The middle value in a sorted list of values. It is the middle value of the pay distribution, the numerical value which splits the top 50% of the population from the bottom 50% of the list of all the values.
<b>Quartile</b>	Divides a population into 4 equal parts, created by dividing the total number of full-time equivalent employees into 4 equal parts.
<b>Quartile pay bands</b>	The proportions of male and female employees in the lower, lower middle, upper middle and upper quartile pay bands.
<b>Exclusions</b>	Data does not include: <ul style="list-style-type: none"><li>• Employees who started or ended employment during the month of June;</li><li>• Employees on parental leave;</li><li>• Employees on career breaks/prolonged period of unpaid leave;</li><li>• Employees on zero pay due to long term sick leave.</li></ul>
<b>Redacted data</b>	Where data has been redacted within the report, this is to ensure employees individual salaries are not identifiable.

Previous reports in PDF format

[2021 and 2022](#)

[2020](#)

[2019](#)

## Departmental reports

The following pages illustrates the gender pay gap for each department, including the gender split across all pay bands.

## Chief Operating Office (COO)

The gender pay gap in COO increased in 2023. This is in part due to the transfer of People Hub from Customer and Local Services (CLS) during the year which saw an increase in females in the lower salary brackets.

Table 18 – COO 2023 Breakdown by Pay Group

Pay Group – Refined	Female Headcount	Male Headcount	% Female	Female Median Hourly Pay	Male Ordinary Hourly Pay	Median Hourly Pay Gap
Civil Servants	171	187	47.8%	£32.92	£35.12	6.7%
Nurses and Midwives	3	3	50.0%	Redacted		
Personal Contract Holders	0	3	0.0%	Redacted		

Table 19 – COO 2022 Breakdown by Pay Group

Pay Group – Refined	Female Headcount	Male Headcount	% Female	Female Median Hourly Pay	Male Ordinary Hourly Pay	Median Hourly Pay Gap
Civil Servants	126	165	43.3%	£32.55	£33.62	3.3%
Nurses and Midwives	4	3	57.1%	Redacted		
Personal Contract Holders	0	4	0.0%	Redacted		

Table 20 – 2023 and 2022 COO Gender Split by Pay Band

Salary Band	2023		2022	
	Female	Male	Female	Male
£180,000 to £189,999	-	-	0%	100%
£150,000 to £159,999	0%	100%	-	-
£140,000 to £149,999	0%	100%	0%	100%
£130,000 to £139,999	-	-	0%	100%
£120,000 to £129,999	50%	50%	50%	50%
£110,000 to £119,999	0%	100%	33%	67%
£100,000 to £109,999	50%	50%	50%	50%
£90,000 to £99,999	27%	73%	50%	50%
£80,000 to £89,999	63%	37%	14%	86%
£70,000 to £79,999	27%	73%	66%	34%
£60,000 to £69,999	42%	58%	28%	72%
£50,000 to £59,999	52%	48%	51%	49%
£40,000 to £49,999	53%	47%	45%	55%
£30,000 to £39,999	56%	44%	40%	60%
£20,000 to £29,999	0%	100%	40%	60%

## Children, Young People, Education and Skills (CYPES)

CYPES saw a positive reduction in the gender pay gap in 2023 across the majority of pay groups.

Table 21 – CYPES 2023 Breakdown by Pay Group

Pay Group – Refined	Female Headcount	Male Headcount	% Female	Female Median Hourly Pay	Male Ordinary Hourly Pay	Median Hourly Pay Gap
Civil Servants	471	100	82.5%	£28.40	£28.40	0.0%
Doctors and Consultants	4	0	100.0%	Redacted		
Heads & Deputies	52	33	61.2%	£52.61	£53.90	2.5%
Manual Workers	49	62	44.1%	£17.59	£19.94	13.4%
Nurses and Midwives	10	3	76.9%	Redacted		
Personal Contract Holders	1	2	33.3%	Redacted		
Teachers	648	283	69.6%	£34.79	£34.79	0.0%
Teaching Assistants	605	60	91.0%	£20.68	£22.12	6.9%
WFM Groups	86	35	71.1%	£27.86	£26.25	-5.8%

Table 22 – CYPES 2022 Breakdown by Pay Group

Pay Group – Refined	Female Headcount	Male Headcount	% Female	Female Median Hourly Pay	Male Ordinary Hourly Pay	Median Hourly Pay Gap
Civil Servants	400	83	82.8%	£24.21	£27.65	14.2%
Heads & Deputies	44	34	56.4%	£51.78	£53.48	3.3%
Manual Workers	56	64	46.7%	£16.30	£18.88	15.8%
Nurses and Midwives	6	2	75.0%	Redacted		
Personal Contract Holders	1	2	33.3%	Redacted		
Teachers	623	281	68.9%	£33.81	£33.81	0.0%
Teaching Assistants	549	57	90.6%	£19.17	£19.82	3.4%
WFM Groups	84	40	67.7%	£25.88	£24.46	-5.5%

Table 23 – 2023 and 2022 CYPES Gender Split by Pay Band

Salary Band	2023		2022	
	Female	Male	Female	Male
£220,000 to £229,999	100%	0%	-	-
£170,000 to £179,999	0%	100%	-	-
£160,000 to £169,999	100%	0%	0%	100%
£150,000 to £159,999	0%	100%	-	-
£140,000 to £149,999	100%	0%	50%	50%
£130,000 to £139,999	0%	100%	100%	0%
£120,000 to £129,999	75%	25%	0%	100%
£110,000 to £119,999	44%	56%	43%	57%
£100,000 to £109,999	63%	37%	33%	67%
£90,000 to £99,999	54%	46%	47%	53%
£80,000 to £89,999	67%	33%	70%	30%
£70,000 to £79,999	66%	34%	58%	42%

£60,000 to £69,999	69%	31%	66%	34%
£50,000 to £59,999	75%	25%	74%	26%
£40,000 to £49,999	75%	25%	71%	29%
£30,000 to £39,999	82%	18%	80%	20%
£20,000 to £29,999	89%	11%	89%	11%
£10,000 to £19,999	100%	0%	100%	0%

## Customer and Local Services (CLS)

CLS saw an increase in the gender pay gap in 2023. This is predominantly due to a proportionately large number of females transferring out of the department to COO.

Table 24 – CLS 2023 Breakdown by Pay Group

Pay Group - Refined	Female Headcount	Male Headcount	% Female	Female Median Hourly Pay	Male Ordinary Hourly Pay	Median Hourly Pay Gap
Civil Servants	165	102	61.8%	£25.06	£27.24	8.7%
Manual Workers	9	3	75.0%	Redacted		
Personal Contract Holders	1	3	25.0%	Redacted		

Table 25 – CLS 2022 Breakdown by Pay Group

Pay Group - Refined	Female Headcount	Male Headcount	% Female	Female Median Hourly Pay	Male Ordinary Hourly Pay	Median Hourly Pay Gap
Civil Servants	199	103	65.9%	£23.22	£23.22	0.0%
Manual Workers	9	3	75.0%	Redacted		
Personal Contract Holders	1	3	25.0%	Redacted		

Table 26 – 2023 and 2022 CLS Gender Split by Pay Band

Salary Band	Female	Male	Female	Male
£160,000 to £169,999	0%	100%	-	-
£150,000 to £159,999	-	-	0%	100%
£130,000 to £139,999	50%	50%	-	-
£120,000 to £129,999	-	-	50%	50%
£110,000 to £119,999	0%	100%	-	-
£100,000 to £109,999	-	-	0%	100%
£90,000 to £99,999	67%	33%	-	-
£80,000 to £89,999	67%	33%	75%	25%
£70,000 to £79,999	57%	43%	71%	29%
£60,000 to £69,999	58%	42%	56%	44%
£50,000 to £59,999	61%	39%	61%	39%
£40,000 to £49,999	60%	40%	67%	33%
£30,000 to £39,999	65%	35%	66%	34%
£20,000 to £29,999	100%	0%	84%	16%

## Department of External Relations (DoER)

2022 data for DoER was previously reported under the Office for the Chief Executive. The data has been split out in this report to show the staff composition.

Due to low employee numbers in both years, we are unable to disclose any gender pay gap by pay group.

Table 27 – DoER 2023 Breakdown by Pay Group

Pay Group - Refined	Female Headcount	Male Headcount	% Female	Female Median Hourly Pay	Male Ordinary Hourly Pay	Median Hourly Pay Gap
Civil Servants	7	5	58.3%	Redacted		
Personal Contract Holders	1	0	100.0%	Redacted		

Table 28 – DoER 2022 Breakdown by Pay Group

Pay Group – Refined	Female Headcount	Male Headcount	% Female	Female Median Hourly Pay	Male Ordinary Hourly Pay	Median Hourly Pay Gap
Civil Servants	4	7	36.4%	Redacted		
Personal Contract Holders	1	0	100.0%	Redacted		

Table 29 – 2023 and 2022 DoER Gender Split by Pay Band

Salary Band	2023		2022	
	Female	Male	Female	Male
£150,000 to £159,999	100%	0%	-	-
£140,000 to £149,999	-	-	0%	100%
£130,000 to £139,999	0%	100%	-	-
£100,000 to £109,999	-	-	0%	100%
£80,000 to £89,999	33%	67%	50%	50%
£70,000 to £79,999	50%	50%	0%	100%
£60,000 to £69,999	-	-	50%	50%
£50,000 to £59,999	0%	100%	-	-
£40,000 to £49,999	100%	0%	50%	50%
£30,000 to £39,999	100%	0%	100%	0%



## Department for the Economy (DfE)

Table 30 – DfE 2023 Breakdown by Pay Group

Pay Group - Refined	Female Headcount	Male Headcount	% Female	Female Median Hourly Pay	Male Ordinary Hourly Pay	Median Hourly Pay Gap
Civil Servants	19	20	48.7%	£48.62	£49.75	2.3%
Personal Contract Holders	0	5	0.0%	Redacted		

Table 31 – DfE 2022 Breakdown by Pay Group

Pay Group - Refined	Female Headcount	Male Headcount	% Female	Female Median Hourly Pay	Male Ordinary Hourly Pay	Median Hourly Pay Gap
Civil Servants	16	16	50.0%	£50.09	£45.06	-10.0%
Personal Contract Holders	0	6	0.0%	Redacted		

Table 32 – 2023 and 2022 DfE Gender Split by Pay Band

Salary Band	2023		2022	
	Female	Male	Female	Male
£210,000 to £219,999	0%	100%	-	-
£200,000 to £209,999	-	-	0%	100%
£150,000 to £159,999	0%	100%	-	-
£140,000 to £149,999	0%	100%	0%	100%
£130,000 to £139,999	0%	100%	0%	100%
£120,000 to £129,999	100%	0%	0%	100%
£110,000 to £119,999	100%	0%	100%	0%
£100,000 to £109,999	50%	50%	0%	100%
£90,000 to £99,999	50%	50%	70%	30%
£80,000 to £89,999	37%	63%	0%	100%
£70,000 to £79,999	20%	80%	29%	71%
£60,000 to £69,999	50%	50%	33%	67%
£50,000 to £59,999	50%	50%	67%	33%
£40,000 to £49,999	100%	0%	100%	0%
£30,000 to £39,999	100%	0%	100%	0%

## Health and Community Services (HCS)

Whilst the overall gender pay gap for HCS has increased from -4.6% to 0.9% from 2022 to 2023, the gap is very close to 0 which indicates that female median pay is almost equal to male pay. Whilst the gap has reduced, there are still significant gender pay gaps within pay groups such as Doctors and Consultants where the proportion of females at the highest paid grade is smaller than those at junior grade level. The pay scales for Doctors and Consultants are broad, ranging from foundation level doctors to medical consultants which also creates a significant gender pay gap.

Table 33 – HCS 2023 Breakdown by Pay Group

Pay Group - Refined	Female Headcount	Male Headcount	% Female	Female Median Hourly Pay	Male Ordinary Hourly Pay	Median Hourly Pay Gap
Civil Servants	685	176	79.6%	£28.40	£32.92	15.9%
Doctors and Consultants	74	131	36.1%	£52.33	£82.66	58.0%
Manual Workers	170	170	50.0%	£20.48	£22.61	10.4%
Nurses and Midwives	784	172	82.0%	£32.53	£31.46	-3.3%
Personal Contract Holders	5	2	71.4%	Redacted		
WFM Groups	2	0	100.0%	Redacted		

Table 34 – HCS 2022 Breakdown by Pay Group

Pay Group - Refined	Female Headcount	Male Headcount	% Female	Female Median Hourly Pay	Male Ordinary Hourly Pay	Median Hourly Pay Gap
Civil Servants	654	182	78.2%	£24.34	£26.99	10.9%
Doctors and Consultants	69	105	39.7%	£51.04	£79.42	55.6%
Manual Workers	173	180	49.0%	£18.44	£20.73	12.4%
Nurses and Midwives	776	158	83.1%	£32.75	£32.36	-1.2%
Personal Contract Holders	5	0	100.0%	Redacted		
WFM Groups	1	0	100.0%	Redacted		

Table 35 – 2023 and 2022 HCS Gender Split by Pay Band

Salary Band	2023		2022	
	Female	Male	Female	Male
£270,000 to £279,999	0%	100%	-	-
£240,000 to £249,999	0%	100%	-	-
£230,000 to £239,999	0%	100%	-	-
£220,000 to £229,999	100%	0%	0%	100%
£210,000 to £219,999	33%	67%	-	-
£200,000 to £209,999	0%	100%	100%	0%
£190,000 to £199,999	0%	100%	0%	100%
£180,000 to £189,999	6%	94%	38%	62%
£170,000 to £179,999	20%	80%	0%	100%
£160,000 to £169,999	42%	58%	40%	60%
£150,000 to £159,999	35%	65%	30%	70%
£140,000 to £149,999	33%	67%	32%	68%
£130,000 to £139,999	29%	71%	43%	57%
£120,000 to £129,999	47%	53%	26%	74%
£110,000 to £119,999	62%	38%	60%	40%
£100,000 to £109,999	60%	40%	33%	67%
£90,000 to £99,999	86%	14%	67%	33%
£80,000 to £89,999	72%	28%	78%	22%
£70,000 to £79,999	69%	31%	75%	25%
£60,000 to £69,999	84%	16%	80%	20%
£50,000 to £59,999	77%	23%	82%	18%
£40,000 to £49,999	68%	32%	68%	32%
£30,000 to £39,999	76%	24%	74%	26%
£20,000 to £29,999	63%	37%	67%	33%

## Infrastructure and Environment (I&E)

The overall gender pay gap for I&E has gone from -13.8% to -4.8%. This represents a decrease in female employees paid at a higher rate than their male counterparts, even though there is still a higher proportion of females in these roles. There has been a positive reduction in the pay gap of Manual Workers in 2023, with the gap for Civil Servants increasing by 2.6.

Table 36 – I&E 2023 Breakdown by Pay Group

Pay Group - Refined	Female Headcount	Male Headcount	% Female	Female Median Hourly Pay	Male Ordinary Hourly Pay	Median Hourly Pay Gap
Civil Servants	139	232	37.5%	£32.92	£36.27	10.2%
Manual Workers	16	251	6.0%	£21.25	£22.50	5.9%
Personal Contract Holders	2	3	40.0%	Redacted		

Table 37 – I&E 2022 Breakdown by Pay Group

Pay Group - Refined	Female Headcount	Male Headcount	% Female	Female Median Hourly Pay	Male Ordinary Hourly Pay	Median Hourly Pay Gap
Civil Servants	69	171	28.8%	£32.55	£35.04	7.6%
Crown States Legal Appointment	1	0	100.0%	Redacted		
Manual Worker - Energy from Waste	0	28	0.0%	-	£31.34	100.0%
Manual Workers	10	202	4.7%	£19.04	£20.96	10.1%
Personal Contract Holders	2	3	40.0%	Redacted		

Table 38 – 2023 and 2022 HCS Gender Split by Pay Band

Salary Band	2023		2022	
	Female	Male	Female	Male
£180,000 to £189,999	0%	100%	-	-
£160,000 to £169,999	0%	100%	0%	100%
£140,000 to £149,999	50%	50%	-	-
£130,000 to £139,999	0%	100%	100%	0%
£120,000 to £129,999	100%	0%	0%	100%
£110,000 to £119,999	0%	100%	67%	33%
£100,000 to £109,999	25%	75%	-	-
£90,000 to £99,999	21%	79%	30%	70%
£80,000 to £89,999	18%	82%	6%	94%
£70,000 to £79,999	33%	67%	23%	77%
£60,000 to £69,999	23%	77%	30%	70%
£50,000 to £59,999	30%	70%	13%	87%
£40,000 to £49,999	28%	72%	14%	86%
£30,000 to £39,999	18%	82%	14%	86%
£20,000 to £29,999	14%	86%	16%	84%
£10,000 to £19,999	-	-	0%	100%

## Justice and Home Affairs (JHA)

The gender pay gap for Police and Manual Workers remain at 0%, with Civil Servants seeing a reduction by 5.7. The pay gap for Prison has increased by 5.1.

Table 39 – JHA 2023 Breakdown by Pay Group

Pay Group - Refined	Female Headcount	Male Headcount	% Female	Female Median Hourly Pay	Male Ordinary Hourly Pay	Median Hourly Pay Gap
Civil Servants	153	128	54.4%	£29.84	£33.46	12.1%
Fire	2	61	3.2%	Redacted		
Manual Workers	9	11	45.0%	£19.58	£19.58	0.0%
Nurses and Midwives	1	0	100.0%	Redacted		
Personal Contract Holders	2	2	50.0%	Redacted		
Police	59	129	31.4%	£37.66	£37.66	0.0%
Prison	22	88	20.0%	£26.98	£30.88	14.4%
WFM Groups	19	23	45.2%	£35.12	£36.28	3.3%

Table 40 – JHA 2022 Breakdown by Pay Group

Pay Group - Refined	Female Headcount	Male Headcount	% Female	Female Median Hourly Pay	Male Ordinary Hourly Pay	Median Hourly Pay Gap
Civil Servants	132	119	52.6%	£27.27	£32.13	17.8%
Fire	1	62	1.6%	Redacted		
Manual Workers	9	11	45.0%	£18.15	£18.15	0.0%
Personal Contract Holders	2	2	50.0%	Redacted		
Police	54	141	27.7%	£34.91	£34.91	0.0%
Prison	18	92	16.4%	£25.73	£28.11	9.3%
WFM Groups	18	22	45.0%	£32.57	£33.62	3.2%

Table 41 – 2023 and 2022 JHA Gender Split by Pay Band

Salary Band	2023		2022	
	Female	Male	Female	Male
£160,000 to £169,999	100%	0%	-	-
£150,000 to £159,999	0%	100%	100%	0%
£140,000 to £149,999	-	-	0%	100%
£120,000 to £129,999	25%	75%	-	-
£110,000 to £119,999	20%	80%	25%	75%
£100,000 to £109,999	50%	50%	20%	80%
£90,000 to £99,999	21%	79%	33%	67%
£80,000 to £89,999	24%	76%	11%	89%
£70,000 to £79,999	33%	67%	20%	80%
£60,000 to £69,999	34%	66%	30%	70%
£50,000 to £59,999	37%	63%	27%	73%
£40,000 to £49,999	40%	60%	43%	57%
£30,000 to £39,999	52%	48%	49%	51%
£20,000 to £29,999	75%	25%	67%	33%

## Non-Ministerial Departments (Non-Mins)

Law appointments incorrectly sat under Crown States Legal Appointments in our HR system in 2022. Following a data cleanse, these were moved to Civil Servants in 2023. Whilst all Law Appointments now sit under Civil Servants, they have separate union negotiated pay scales. The move of the employees in our HR system has impacted the 2022 and 2023 figures for the gender pay gap of Civil Servants and Crown States Legal Appointments in Non-Mins. Looking at the gender split by pay band for 2022 and 2023, it has remained fairly consistent.

Table 42 – Non-Mins 2023 Breakdown by Pay Group

Pay Group - Refined	Female Headcount	Male Headcount	% Female	Female Median Hourly Pay	Male Median Hourly Pay	Median Hourly Pay Gap
Civil Servants	159	92	63.3%	£35.12	£40.41	15.1%
Crown States Legal Appointment	3	8	27.3%	Redacted		
Manual Workers	2	6	25.0%	Redacted		
Personal Contract Holders	0	2	0.0%	Redacted		

Table 43 – Non-Mins 2022 Breakdown by Pay Group

Pay Group - Refined	Female Headcount	Male Headcount	% Female	Female Median Hourly Pay	Male Median Hourly Pay	Median Hourly Pay Gap
Civil Servants	130	62	67.7%	£29.05	£28.77	-1.0%
Crown States Legal Appointment	26	30	46.4%	£63.26	£75.28	19.0%
Manual Workers	2	6	25.0%	Redacted		
Personal Contract Holders	0	1	0.0%	Redacted		

Table 44 – 2023 and 2022 Non-Mins Gender Split by Pay Band

Salary Band	2023		2022	
	Female	Male	Female	Male
£280,000 to £289,999	0%	100%	-	-
£250,000 to £259,999	0%	100%	0%	100%
£230,000 to £239,999	-	-	0%	100%
£220,000 to £229,999	0%	100%	-	-
£210,000 to £219,999	0%	100%	-	-
£200,000 to £209,999	-	-	0%	100%
£190,000 to £199,999	-	-	0%	100%
£170,000 to £179,999	67%	33%	-	-
£160,000 to £169,999	50%	50%	67%	33%
£150,000 to £159,999	50%	50%	0%	100%
£140,000 to £149,999	29%	71%	100%	0%
£130,000 to £139,999	67%	33%	29%	71%
£120,000 to £129,999	33%	67%	0%	100%
£110,000 to £119,999	57%	43%	60%	40%

£100,000 to £109,999	43%	57%	17%	83%
£90,000 to £99,999	17%	83%	50%	50%
£80,000 to £89,999	60%	40%	63%	38%
£70,000 to £79,999	63%	38%	38%	63%
£60,000 to £69,999	73%	27%	73%	27%
£50,000 to £59,999	68%	33%	80%	20%
£40,000 to £49,999	69%	31%	65%	35%
£30,000 to £39,999	63%	37%	63%	37%
£20,000 to £29,999	-	-	56%	44%

## Office of the Chief Executive (OCE)

The 2022 previously published figures for OCE includes the Department of External Relations (DoER). The below 2022 table has excluded DoER to enable accurate comparison of the gender pay gap between the years. There has been a reduction of 1.8 in the OCE gender pay gap since 2022.

Table 45 – OCE 2023 Breakdown by Pay Group

Pay Group – Refined	Female Headcount	Male Headcount	% Female	Female Median Hourly Pay	Male Median Hourly Pay	Median Hourly Pay Gap
Civil Servants	38	28	57.6%	£36.27	£41.05	13.2%
Personal Contract Holders	2	1	66.7%	Redacted		

Table 46 – OCE 2022 Breakdown by Pay Group

Pay Group - Refined	Female Headcount	Male Headcount	% Female	Female Median Hourly Pay	Male Median Hourly Pay	Median Hourly Pay Gap
Civil Servants	39	20	66.1%	£33.62	£38.65	15.0%
Personal Contract Holders	2	1	66.7%	Redacted		

Table 47 – 2023 and 2022 OCE Gender Split by Pay Band

Salary Band	2023		2022	
	Female	Male	Female	Male
£260,000 to £269,999	100%	0%	-	-
£240,000 to £249,999	-	-	100%	0%
£160,000 to £169,999	100%	0%	-	-
£140,000 to £149,999	-	-	100%	0%
£130,000 to £139,999	0%	100%	-	-
£120,000 to £129,999	-	-	0%	100%
£110,000 to £119,999	0%	100%	-	-
£100,000 to £109,999	0%	100%	0%	100%
£90,000 to £99,999	100%	0%	0%	100%
£80,000 to £89,999	0%	100%	60%	40%
£70,000 to £79,999	50%	50%	0%	100%
£60,000 to £69,999	82%	18%	63%	37%
£50,000 to £59,999	56%	44%	76%	24%
£40,000 to £49,999	67%	33%	75%	25%
£30,000 to £39,999	33%	67%	86%	14%
£20,000 to £29,999	-	-	0%	100%

## Strategic Policy, Planning and Performance (SPPP)

The gender pay gap for Civil Servants in SPPP over doubled in 2023 compared to 2022. This is due to a small number of females recruited to lower paying roles and a small number of males recruited to higher paying roles during the comparison periods. Whilst the pay gap for this group has increased significantly, the overall department pay gap only marginally increased from 17.4% to 18.8%.

Table 48 – SPPP 2023 Breakdown by Pay Group

Pay Group - Refined	Female Headcount	Male Headcount	% Female	Female Median Hourly Pay	Male Median Hourly Pay	Median Hourly Pay Gap
Civil Servants	98	63	60.9%	£35.12	£40.41	15.1%
Doctors and Consultants	0	1	0.0%	Redacted		
Nurses and Midwives	15	5	75.0%	Redacted		
Personal Contract Holders	2	4	33.3%	Redacted		



Table 49 – SPPP 2022 Breakdown by Pay Group

Pay Group - Refined	Female Headcount	Male Headcount	% Female	Female Median Hourly Pay	Male Median Hourly Pay	Median Hourly Pay Gap
Civil Servants	94	60	61.0%	£31.95	£34.23	7.1%
Doctors and Consultants	0	1	0.0%	Redacted		
Nurses and Midwives	12	3	80.0%	Redacted		
Personal Contract Holders	0	5	0.0%	Redacted		

Table 50 – 2023 and 2022 SPPP Gender Split by Pay Band

Salary Band	2023		2022	
	Female	Male	Female	Male
£180,000 to £189,999	0%	100%	-	-
£170,000 to £179,999	100%	0%	-	-
£160,000 to £169,999	0%	100%	100%	0%
£150,000 to £159,999	0%	100%	0%	100%
£140,000 to £149,999	50%	50%	0%	100%
£130,000 to £139,999	-	-	0%	100%
£120,000 to £129,999	-	-	100%	0%
£110,000 to £119,999	25%	75%	33%	67%
£100,000 to £109,999	63%	38%	100%	0%
£90,000 to £99,999	70%	30%	33%	67%
£80,000 to £89,999	45%	55%	50%	50%
£70,000 to £79,999	59%	41%	57%	43%
£60,000 to £69,999	67%	33%	61%	39%
£50,000 to £59,999	54%	46%	68%	32%
£40,000 to £49,999	80%	20%	55%	45%
£30,000 to £39,999	73%	27%	82%	18%
£20,000 to £29,999	-	-	75%	25%

## Treasury and Exchequer (T&E)

The gender pay gap for T&E decreased from 24.4% to 18.4% in 2023 compared to 2022, whilst employee numbers by gender remained static over the two comparison periods. The pay gap for Civil Servants in the department also reduced from 20% to 12.2%, indicating positive actions being taken in reducing the overall gap.

Table 51 – T&E 2023 Breakdown by Pay Group

Pay Group - Refined	Female Headcount	Male Headcount	% Female	Female Median Hourly Pay	Male Median Hourly Pay	Median Hourly Pay Gap
Civil Servants	184	134	57.9%	£32.92	£36.94	12.2%
Personal Contract Holders	3	5	37.5%	Redacted		

Table 52 – T&E 2022 Breakdown by Pay Group

Pay Group – Refined	Female Headcount	Male Headcount	% Female	Female Median Hourly Pay	Male Median Hourly Pay	Median Hourly Pay Gap
Civil Servants	184	135	57.7%	£29.05	£34.85	20.0%
Personal Contract Holders	3	4	42.9%	Redacted		

Table 52 – 2023 and 2022 T&E Gender Split by Pay Band

Salary Band	2023		2022	
	Female	Male	Female	Male
£190,000 to £199,999	0%	100%	-	-
£170,000 to £179,999	-	-	0%	100%
£160,000 to £169,999	100%	0%	-	-
£150,000 to £159,999	100%	0%	-	-
£140,000 to £149,999	33%	67%	100%	0%
£130,000 to £139,999	50%	50%	33%	67%
£120,000 to £129,999	33%	67%	67%	33%
£110,000 to £119,999	50%	50%	33%	67%
£100,000 to £109,999	38%	63%	50%	50%
£90,000 to £99,999	29%	71%	40%	60%
£80,000 to £89,999	27%	73%	38%	63%
£70,000 to £79,999	49%	51%	27%	73%
£60,000 to £69,999	60%	40%	47%	53%
£50,000 to £59,999	62%	38%	65%	35%
£40,000 to £49,999	67%	33%	64%	36%
£30,000 to £39,999	70%	30%	72%	28%
£20,000 to £29,999	33%	67%	53%	47%