

# Gender Pay Report 2018

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## Introduction

**Individuals make big things happen at the Met Office. They break new ground, turn incredible ideas into reality and deliver the meteorological services that millions of people around the world rely on. That is why we treat our people as individuals. We value and appreciate everyone's differences. They make us who we are.**

**We are committed to embracing and encouraging diversity. We want to maintain a culture that values difference and ability. A culture that promotes openness, fairness and transparency.**

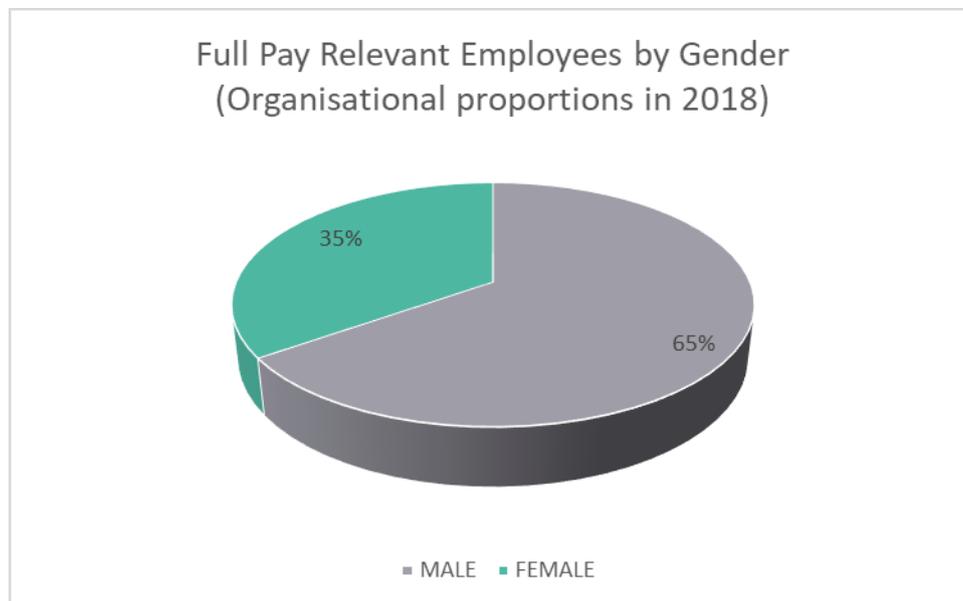
Last year, the government introduced world-leading legislation that made it statutory for organisations with 250 or more employees to report annually on their gender pay gap. Government departments are covered by the Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017, which came into force on 31 March 2017. These regulations underpin the Public Sector Equality Duty and require the relevant organisations to publish their gender pay gap data by 30 March the following year, including:

- mean and median gender pay gaps
- mean and median gender bonus gaps
- the proportion of men and women who received bonus payments
- the proportions of male and female employees in each pay quartile

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 can indicate there may be a number of issues to deal with, and the individual calculations may help to identify what those issues are. 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. It is unlawful to pay people unequally because they are a man or a woman. This report sets out where Met Office fulfils our reporting requirements, analyses the figures in more detail and sets out what we are doing to close the gender pay gap in the organisation.

## 2. The data: The Met Office

The gender make-up of the Met Office has risen over the last decade from 25% female in 2008 to 35% female as at 31 March 2018.



### Pay

Based on the snapshot date of 31 March 2018 and the hourly earnings figure (as determined by governmental guidance), the mean gender pay gap at the Met Office has reduced from 11% to 8.5% and the median gender pay gap has reduced from 9% to 8.5%

**Mean Gender Pay Gap: 8.5%**

**Median Gender Pay Gap: 8.5%**



***In 2017 the national median gender pay gap was 18.4% and in 2018 this reduced to 17.9%<sup>1</sup>***

<sup>1</sup> <http://www.equalpayportal.co.uk/statistics/>

## **Bonus Pay**

The Met Office offers both in-year and end of year performance awards, as well as small value instant recognition awards in the form of gift vouchers. Awards reflect high performance at organisational and individual level, either consistently across the year or for delivery of specific one-off achievements.

The value of awards are dependent on performance level, behaviours and the impact and value to the business and is irrespective of gender or role.

The bonus gap shows that there is now no bonus gap between men and women when using the median average (in comparison to a 1% gap in favour of men in 2017) and when using the mean average, the bonus gap has reduced from 10% in 2017 to 6% in 2018.

As a proportion of staff in post as at 31 March 2018, 96% of women, in comparison to 98% of men, received a bonus payment in previous 12 months.

**Mean Gender Bonus Gap: 6%**

**Median Gender Bonus Gap: 0%**

The full set of data for Met Office is in the [Annexe](#).

### **3. Organisational Context**

The data is based on Met Office employees as at 31 March 2018. This follows the beginning of the implementation of a multi-year Pay Agreement, including a revised equality proofed pay structure. The Met Office is committed to working towards a diverse and inclusive organisation and to valuing and utilising the visible and non-visible individual differences that people bring. This includes considering and working to ensure that there are no barriers implicit in our policies and procedures that prevent individuals from performing to the best of their ability, along with creating a positive and open environment in which to work.

### **4. Closing the Gender Pay and Bonus Gaps**

The Met Office is working to reduce the gender pay and bonus gaps. The launch of “Our Plan” in February 2017 set out priorities for the Met Office to help deliver world-class services, maintain our world-leading science and capability, deliver social and economic benefits and transforms how we work. One of the main objectives of “Our Plan” was to transform our pay model to enable us to retain and reward a highly skilled and agile workforce. In 2018, we are achieving this objective by delivering a new pay model that focuses on gender pay equality, is related to performance and enables us to recruit and retain world-class staff while adhering to the Government’s pay policy. The impacts of delivering our new pay model have begun to manifest in the overall reduction of pay and to a lesser extent, bonus gender gaps organisationally.

We continue to work to improve diversity by providing a range of training and development activities including focussed development for women, supporting a network of Dignity and Respect at Work advisors and Mental Health First Aiders, along with providing support for a range of employee networks.

Since achieving the Athena Swan Bronze award in April 2018, we are implementing the action plan to increase women’s opportunities at all levels of the organisation, not only in STEM disciplines, but in every aspect of Met Office employment.

## **Recruitment, Retaining and Developing a Diverse Workforce**

### **‘Working at the forefront of what is possible’**

Our external recruitment is carried out under the Civil Service Commission’s Recruitment Principles, thereby appointing individuals selected on merit based on fair and open competition.

We are committed to embracing and encouraging a diverse and flexible workforce, to achieve the full potential of our people and to deliver our purpose. We have various initiatives to drive gender balance and increase diversity including:

- Ensuring our job advertisements use gender neutral language;
- Using mixed gender interview panels to help avoid unconscious gender bias during our selection process;
- Being a Disability Confident employer; working to use specialist recruitment channels to advertise jobs at all levels and encourage a diverse pool of applicants and promoting an inclusive approach to workplace adjustments;
- Working to embed diversity, inclusion and accessibility into all stages of our recruitment process;
- Implementing clear action plans to improve, diversity and inclusion, including the Athena Swan Action Plan (based on recent accreditation).

## **Careers, Development and Progression**

We believe that learning is fundamental to achieving excellence and improving performance at both business and personal levels and that is why we assist our people to equip themselves with the right skills to meet both strategic and personal challenges.

Our Professional Skills Frameworks define the professional skills and knowledge required within each Met Office role to achieve successful performance.

We have recently launched an in-house Leadership Programme and sponsored participation of female staff in the Glass Lift programme, ‘Elevate’, to promote the development of inclusive future organisational leaders.

## **Performance Management**

Successful performance management is fundamental to the effectiveness of any organisation. It is through the high performance of our employees that the Met Office is able to deliver our world-class products and services. As well as benefitting the organisation, performance management also benefits our employees as it supports job satisfaction and professional development.

Our performance management operates through our guiding principles of; focusing on the right things, rewarding the right things, joint responsibility for development between our staff and managers and easy to engage with. Regular Performance Reviews are based on performance expectations in meeting personal objectives and behaviours that align to our organisational values.

## **Pay Systems**

Senior Civil Servants (SCS) equivalent in the Met Office are covered by senior pay arrangements and controls, which apply across the Civil Service. The Met Office annual pay award covers grades below SCS.

## **Family Friendly**

The Met Office offers family friendly policies including flexibly working; occupational maternity and Shared Parental pay, flexible location, parenthood leave and offer job share and part time opportunities.

We also:

- provide “Working at the Met Office” guides to prospective employees and (monthly) benefit statements to current staff, to communicate our range of benefits
- embed a culture in Met Office where family friendly policies are not only offered, but normalised into smarter working practices

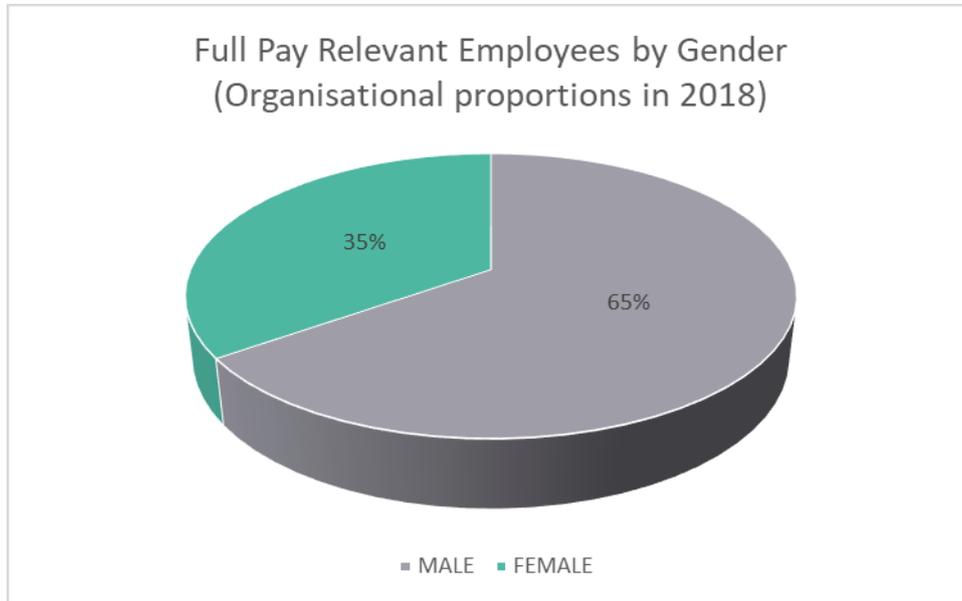
## **5. Declaration**

**We confirm that the calculations carried out are in line with the regulations.**

## Annexe

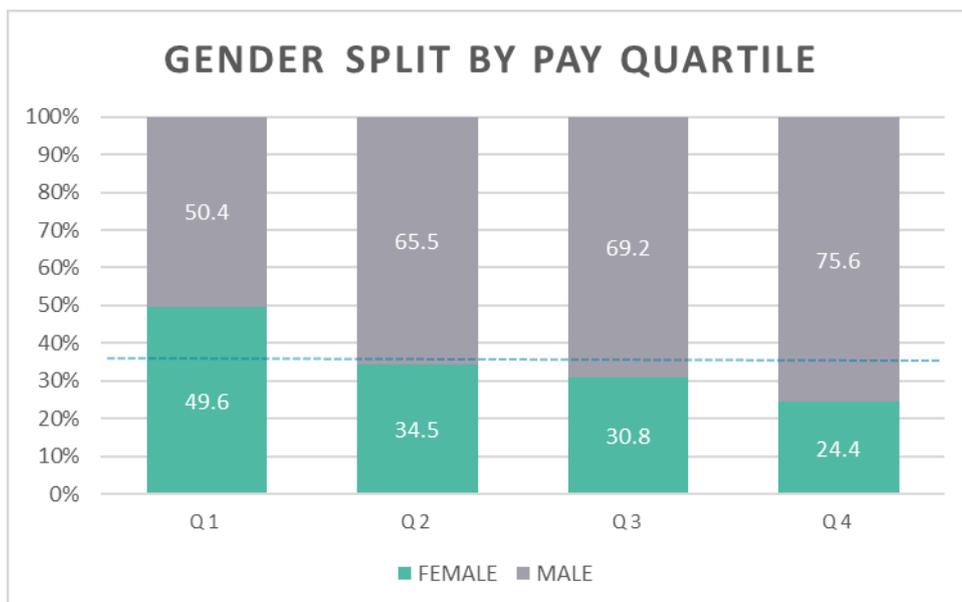
Snapshot date: 31 March 2018

Based on the number of staff employed on the snapshot date, the Met Office workforce is 35% female.



### Pay Quartiles from lowest to highest hourly rate

Based on the hourly rate of 'ordinary pay' the dataset is split in quartiles, from lowest (Q1) to highest (Q4). In comparison to 2017, there is 2% more female staff in the upper quartile (an increase from 22% to 24%)



This chart shows the gender split in percentages by pay quartile. The blue dotted line illustrates the overall percentage of female staff organisationally (35%) as a comparison marker.

'Ordinary Pay' includes basic pay, permanent allowances and in-month payments, such as On Call or for the Mobile Met Unit (additional payment for skilled work in a hazardous operational environment). It does not include any adjustments (backdated pay or recoveries of overpayment), Salary Sacrifice, Cost of Living Allowance, relocation or business travel expenses (T&S) payments.

The Gender Pay Gap is based on the mean and median averages of hourly rates from ordinary pay figures in the March 2018 payslip.

2018 Gender Pay Gap		2017 figure
Overall Mean Average	8.5%	11%
Overall Median Average	8.5%	9%

The below tables provide a breakdown by Civil Service Grade Equivalence of the mean and median values of the Gender Pay Gap (ordinary hourly pay). For equivalent grades with less than 10 staff we have redacted the figures to protect identifiable personal data.

CS Grade Equivalent	Mean Pay Gaps	2017	Median Pay Gaps	2017
GRADE 6	5%	5%	5%	-2%
GRADE 7	4%	6%	2%	5%
SEO	4%	6%	9%	1%
HEO	4%	8%	7%	5%
EO	6%	8%	5%	9%
AO	2%	0%	-3%	-5%
AA	Representation too small to report			

*A negative percentage indicates a gender pay gap in favour of female staff*

In terms of comparison to the 2017 figures, the mean pay gap has dropped by 2% at Grade 7, SEO and EO levels and halved from 8% to 4% at HEO. The mean pay gap for Grade 6 has remained static during this period.

In median terms the variation is greater; at Grade 7, the gap has dropped from 5% to 2% and at EO from 9% to 5%. However, at SEO, the median pay gap has increased from 1% to 9%. It has been noted that the highest hourly rates within this dataset (for SEO equivalent) include claimable allowances that constitute up to 63% of gross pay at an individual level for March 2018. At Grade 6 and SEO level, the gender composition is 70:30 Male:Female and in both cases, the highest paid employee is male.

'Bonus Pay' comprises the total figure of bonus payments made to staff in the year 1 April 2017 – 31 March 2018. The total figures averaged £1620 per person. This comprises the following payments:

- Corporate Performance Pay, which is based on an assessment of the performance of the Met Office against its Key Performance Indicators and the level of declared profit for the previous financial year. Paid to 93% of staff employed on 31 March 2018.
- Personal Bonus, which recognise exceptional achievement/performance in the preceding performance year. Paid to 19% of staff employed on 31 March 2018.
- Instant Recognition Scheme vouchers, which recognise an example of high achievement/exceptional contribution and behaviour at any time in the performance year. It aims at rewarding a one-off action and behaviour. The value of an individual IRS can be between £5 - £150. Paid to 87% of staff employed on 31 March 2018.

<b>2018 Gender Bonus Gap (in favour of Male Staff):</b>	
<b>Overall Mean Average</b>	6%
<b>Overall Median Average</b>	0%

The proportion of male and female staff that were paid some form of bonus during this period differs by 2%, where 98% of both male and female staff as at 31 March 2017 received a bonus. This difference appears to primarily result from the distribution of Personal Performance Pay, which has remained static for male staff but reduced as a percentage of female staff in comparison to the previous reporting period.

<b>Percentage of male and female staff in receipt of a bonus payment in the 12 months ending 31 March 2018</b>	
<b>Male:</b>	98%
<b>Female:</b>	96%

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