

## **Pay Gap Information**

### **1. Context**

- 1.1 The Equality Act 2012 requires the University to publish gender pay gap information by 30 April 2013 and every two years thereafter.
- 1.2 The University is also required to publish an Equal pay Statement by 30 April 2013 and subsequently at four-year intervals containing the University's policies on equal pay and occupational segregation (the concentration of men and women in particular grades and in particular occupations).
- 1.3 The first statement must contain numbers in particular grades and occupations.
- 1.4 Subsequent Equal Pay Statements must also contain: information on race and disability and the occupational segregation between these groups.

### **2. Background**

- 2.1 The University conducted its first Equal Pay Audit in 2012. This was carried out by a Working Group which included representatives from: HR, Finance and each of the recognised trade unions (Unison, Unite and UCU). The Group received training, help and advice from the organisation 'Close the Gap'.
- 2.2 The scope of the audit entailed looking at all the staff grades within the pay structure and calculating both median and mean average pay, in each grade by gender.
- 2.3 Overall the University employed more women than men. Out of a total headcount of 2,875 staff, 1,685 (58.6%) were women and 1,190 (41.4%) were men. See Appendix 1.
- 2.4 The distribution of staff by grade and gender as at January 2012 was as follows. See Appendix 2
- 2.5 More women were employed than men in 7 of the 10 grades. More men were employed in grades 2, 9 and 10.
- 2.6 On the face of it, some of these figures could be explained by either males or females traditionally being more inclined to do a particular type of job. However, it was recognised that more analysis was required of this.
- 2.7 Grade 1 is dominated by domestic staff and thus could explain the predominance of women in that grade.
- 2.8 More men were prevalent in grade 2 due to many janitors and gardeners (traditionally male dominated roles) being employed on this grade.
- 2.9 Grades 3 to 6 are dominated by clerical and secretarial staff which are traditionally female dominated roles.
- 2.10 Grades 9 and 10, the most senior grades were dominated by men, despite more women being employed in grades 7 and 8. This would be an important area for further study.

### **3. Pay Gap Data**

- 3.1 The University has a grading structure divided into 10 grades, grade 1 being the lowest grade and grade 10 the highest. Each grade is made up of spinal points, with automatic progression through incremental points until the top of the grade is reached. At the top of each grade are contributions related points (CRPs), which are only awarded on the basis

of excellent performance. The University's salary scale can be found in Appendix 3.

- 3.2 When median salaries were looked at, a pay gap was identified in grades 3 where there was a difference of 5.74% in favour of women. This was due to the predominance of women in this grade who had long service, much longer service than the men. This is an area requiring further review to understand why this is. See Appendix 4.
- 3.3 When average salary was compared for all of the grades, a pay gap of 3.7% was found in favour of men at grade 10 (grade 10 being professorial and equivalently graded staff). Scrutiny of salaries at this level is conducted each year by the Remuneration Committee and particular attention is paid to pay levels of women and men. The reason for the pay gap was due to the University wishing to remain competitive in employing and retaining world leading scientists.
- 3.4 Other than those highlighted above, the equal pay audit exercise did not show any significant pay gaps or inequalities when looking broadly by grade.

#### **4. Conclusions**

- 4.1 The conclusion reached was that the Equal Pay Audit had been conducted at a high level and had only looked broadly by grade. It was recognised that a further more detailed analysis would be required.
- 4.2 It was important to understand what was happening in grades 7 and 8 which were predominantly women but that did not lead to higher numbers of women in grades 9 and 10. This may require that areas such as development and promotion are looked at along with annual progression through the grading structure, length of service will have an impact on pay within grades.
- 4.3 The distribution of men and women across the grading structure shows vertical occupational segregation with women having higher concentrations of numbers in the lower grades with this gradually falling through to the highest grades.
- 4.4 The work raised specific questions such as: are both men and women encouraged to progress beyond their grades through either re-grading where appropriate or assisting with the identification of new opportunities within the University?

#### **5. Recommendations**

- 5.1 There is a need to take forward activities to ensure equal pay for work of equal value which is a key commitment of the University. While we have some areas of concern, the exercise did not demonstrate huge fluctuations in pay, rather an issue in terms of the distribution of men and women throughout the University.
- 5.2 Further analysis however is required into the grades where we know there are differentials we would want to do something about, i.e. grades 3 and 10.
- 5.3 In addition, further analysis is required into where males and females sit within the grade i.e. the spread throughout the grade.
- 5.4 Further analysis is also required on gender and occupational groupings as well as areas such as: starting salaries for men and women, consistency in approach regarding promotions and the award of CRPs.

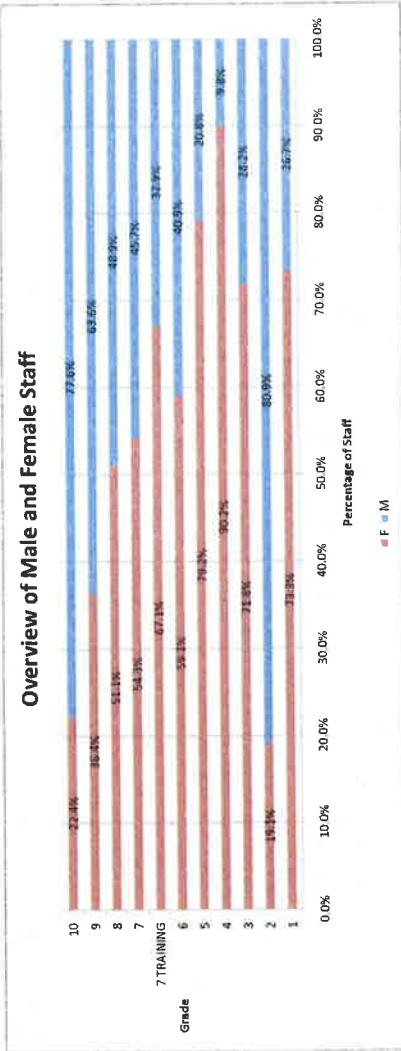
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**Distribution of Staff by Gender & Grade**

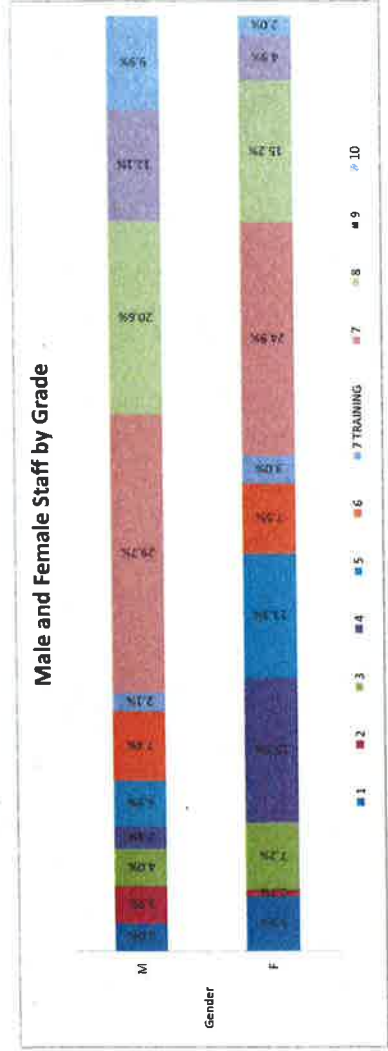
Notes : These figures have been pulled together based on data linked to our Core Staff (Academic, Academic Related, Clerical, Manual, Other Related, Research & Technical.) Clinical Staff have been excluded. This is focused towards staff on the Single Pay Spine.

Headcount	Sum of Headcount	Column Labels	F	M	Grand Total
1	99		36	135	
2	11		47	58	
3	48		121	169	
4	28		261	289	
5	223		59	282	
6	88		127	215	
7 TRAINING	50		25	75	
7	419		353	772	
8	256		245	501	
9	83		144	227	
10	34		118	152	
<b>Grand Total</b>	<b>1685</b>		<b>1190</b>	<b>2875</b>	

Headcount (% age's - of row)	Sum of Headcount	Column Labels	F	M	Grand Total
1	73.3%		26.7%	100%	
2	19.1%		80.9%	100%	
3	71.8%		28.2%	100%	
4	90.2%		9.8%	100%	
5	79.2%		20.8%	100%	
6	59.1%		40.9%	100%	
7 TRAINING	67.1%		32.9%	100%	
7	54.3%		45.7%	100%	
8	51.1%		48.9%	100%	
9	36.4%		63.6%	100%	
10	22.4%		77.6%	100%	
<b>Grand Total</b>	<b>58.6%</b>		<b>41.4%</b>	<b>100%</b>	



Headcount (% age's - of column)	Sum of Headcount	Column Labels	F	M	Grand Total
1	5.9%		3.0%	4.7%	
2	0.7%		3.9%	2.0%	
3	7.2%		4.0%	5.9%	
4	15.5%		2.4%	10.1%	
5	13.3%		4.9%	9.8%	
6	7.5%		7.4%	7.5%	
7 TRAINING	3.0%		2.1%	2.6%	
7	24.9%		29.7%	26.9%	
8	15.2%		20.6%	17.4%	
9	4.9%		12.1%	7.9%	
10	2.0%		9.9%	5.3%	
<b>Grand Total</b>	<b>100%</b>		<b>100%</b>	<b>100%</b>	



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**Overview**

**All Males and All Females**

Grade	Males (All)			Females (All)						
	Staff Count	Mean Average Salary	Median Salary	Staff Count	Mean Average Salary	Difference between Mean Average Salary	Mean Average % Pay Gap	Median Salary	Difference between Median Salary	Median % Pay Gap
1	36	13353	13353	99	13353	0	0.00%	13353	0	0.00%
2	47	14117	14061	11	14061	56	0.40%	14061	0	0.00%
3	48	16093	15932	121	16532	-439	-2.73%	16846	-914	-5.74%
4	28	18994	19972	261	19328	-334	-1.76%	19972	0	0.00%
5	59	22290	23121	223	22398	-108	-0.48%	23121	0	0.00%
6	88	27646	28401	127	27636	10	0.04%	27578	823	2.90%
7 TRAINING	25	27691	28401	50	27991	-300	-1.08%	28401	0	0.00%
7	353	33617	33884	419	33386	230	0.69%	33884	0	0.00%
8	245	43273	44166	256	43157	116	0.27%	44166	0	0.00%
9	144	52473	52706	83	51796	677	1.29%	52706	0	0.00%
10	118	74082	69228	34	71216	2866	3.87%	68298	930	1.3%

**Full Time Male and Full Time Female**

Grade	Full Time Male			Full Time Female						
	Staff Count	Mean Average Salary	Median Salary	Staff Count	Mean Average Salary	Difference between Mean Average Salary	Mean Average % Pay Gap	Median Salary	Difference between Median Salary	Median % Pay Gap
1	2	13353	13353	1	13353	0	0.00%	13353	0	0.00%
2	38	14132	14061	0						
3	29	15958	15932	54	16514	-556	-3.48%	16846	-914	-5.74%
4	22	19172	19972	156	19239	-67	-0.35%	19972	0	0.00%
5	56	22331	23121	170	22367	-36	-0.16%	23121	0	0.00%
6	81	27624	28401	92	27540	84	0.30%	27578	823	2.90%
7 TRAINING	21	27633	28401	20	27958	-325	-1.18%	28401	0	0.00%
7	317	33635	33884	308	33126	510	1.52%	32901	983	2.90%
8	210	43137	44166	193	43147	-10	-0.02%	44166	0	0.00%
9	130	52423	52706	74	51767	657	1.25%	52706	0	0.00%
10	106	74714	69707	33	71107	3607	4.83%	67993	1714	2.46%

**Part Time Males and Part Time Females**

Grade	Part Time Male			Part Time Female						
	Staff Count	Mean Average Salary	Median Salary	Staff Count	Mean Average Salary	Difference between Mean Average Salary	Mean Average % Pay Gap	Median Salary	Difference between Median Salary	Median % Pay Gap
1	34	13353	13353	98	13353	0	0.00%	13353	0	0.00%
2	9	14061	14061	11	14061	0	0.00%	14061	0	0.00%
3	19	16263	15932	68	16545	-283	-1.74%	16846	-914	-5.74%
4	6	18559	17827	106	19453	-894	-4.82%	19972	-2145	-12.03%
5	3	21826	21802	54	22486	-660	-3.02%	23121	-1319	-6.05%
6	7	27870	29249	35	27875	-5	-0.02%	29249	0	0.00%
7 TRAINING	4	27996	28401	30	28013	-17	-0.06%	28401	0	0.00%
7	36	33460	34390	111	34049	-589	-1.76%	34895	-506	-1.47%
8	35	43971	44166	63	43189	782	1.78%	44166	0	0.00%
9	14	52931	52706	9	52036	896	1.69%	52706	0	0.00%
10	12	68502	67840	1	74822	-6320	-9.23%	74822	-6982	-10.29%

**Notes :**

% Pay Gap formula used

Median Salary Data :  $((\text{Median Male Salary} - \text{Median Female Salary}) / \text{Median Male Salary}) * 100$   
 Mean Average Salary Data :  $((\text{Mean Average Male Salary} - \text{Mean Average Female Salary}) / \text{Mean Average Male Salary}) * 100$

Most pay gaps quoted nationally are in favour of men and for this reason the % Pay Gap formula quoted above, are run with males as the comparator.

Where a negative pay gap value is returned, this indicates a pay gap in favour of women.

Both Median and Mean Average figures have been produced so as to provide a more balanced approach to the problem of extremes in data, and the effects that skewed distribution may have.

**Payroll****Academic and HE Support Staff Payscale****From 1/08/2011**

Grade	Spine Point	Salaries £ 01/08/2010	Spine Point	Salaries £ 01/08/2011
<b>1</b>	1	(m) £13,203	1	(m) £13,353
	2	(c) £13,552	2	(c) £13,702
<b>2</b>	2	£13,552	2	£13,702
	3	(m) £13,911	3	(m) £14,061
	4	(c) £14,226	4	(c) £14,376
	5	(c) £14,608	5	(c) £14,758
<b>3</b>	5	£14,608	5	£14,758
	6	£15,001	6	£15,151
	7	£15,353	7	£15,503
	8	£15,782	8	£15,932
	9	£16,226	9	£16,376
	10	£16,696	10	£16,846
	11	(m) £17,179	11	(m) £17,329
	12	(c) £17,677	12	(c) £17,827
<b>4</b>	13	(c) £18,190	13	(c) £18,340
	11	£17,179	11	£17,329
	12	£17,677	12	£17,827
	13	£18,190	13	£18,340
	14	£18,718	14	£18,868
	15	£19,261	15	£19,411
	16	(m) £19,822	16	(m) £19,972
	17	(c) £20,409	17	(c) £20,559
<b>5</b>	18	(c) £21,021	18	(c) £21,171
	16	£19,822	16	£19,972
	17	£20,409	17	£20,559
	18	£21,021	18	£21,171
	19	£21,652	19	£21,802
	20	£22,325	20	£22,475
	21	(m) £22,971	21	(m) £23,121
	22	(c) £23,661	22	(c) £23,811
<b>6</b>	23	(c) £24,370	23	(c) £24,520
	24	(c) £25,101	24	(c) £25,251
	22	£23,661	22	£23,811
	23	£24,370	23	£24,520
	24	£25,101	24	£25,251
	25	(b) £25,854	25	(b) £26,004
	26	(b) £26,629	26	(b) £26,779
	27	(b) £27,428	27	(b) £27,578
	28	(b) £28,251	28	(b) £28,401
	29	(m) £29,099	29	(m) £29,249
	30	(c) £29,972	30	(c) £30,122
<b>7</b>	31	(c) £30,870	31	(c) £31,020
	32	(c) £31,798	32	(c) £31,948
	29	£29,099	29	£29,249
<b>7</b>	30	£29,972	30	£30,122
	31	£30,870	31	£31,020

	32	£31,798	32	£31,948
	33	(a) £32,751	33	(a) £32,901
	34	£33,734	34	£33,884
	35	£34,745	35	£34,895
	36	(m) £35,788	36	(m) £35,938
	37	(c) £36,862	37	(c) £37,012
	38	(c) £37,990	38	(c) £38,140
	39	(c) £39,107	39	(c) £39,257
8	37	£36,862	37	£37,012
	38	£37,990	38	£38,140
	39	£39,107	39	£39,257
	40	£40,280	40	£40,430
	41	£41,489	41	£41,639
	42	£42,733	42	£42,883
	43	(m) £44,016	43	(m) £44,166
	44	(c) £45,336	44	(c) £45,486
9	45	(c) £46,696	45	(c) £46,846
	46	(c) £48,096	46	(c) £48,246
	47	£49,539	47	£49,689
	48	£51,025	48	£51,175
	49	(m) £52,556	49	(m) £52,706
	50	(c) £54,133	50	(c) £54,283
	51	(c) £55,758	51	(c) £55,908
10	50	(e) £54,133	50	(e) £54,283

(a) Minimum starting point for academic lecturing staff

(b) Points 25-28, Training Grade 7

(c) Minimum starting point for Professorial Staff

(m) Maximum of scale

(c) CRPS (contribution related point) The purpose of contribution-related pay is to reward individuals whose contribution, on a sustained basis, significantly exceeds that normally expected in their role in terms of output and performance. CRPS are available at the top of each grade and are awarded on a permanent basis. CRPS will replace the current system of discretionary points.

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**Pay Gap by Gender and Grade**

**Median Salary**

Average of SM - Gender & Grade Row Labels	F	M
1	13,353	13,353
2	14,061	14,061
3	16,846	15,932
4	19,972	19,972
5	23,121	23,121
6	27,578	28,401
7 TRAINING	28,401	28,401
7	33,884	33,884
8	44,166	44,166
9	52,706	52,706
10	68,298	69,228

Median Salary % Pay Gap
0.00%
0.00%
-5.74%
0.00%
0.00%
2.90%
0.00%
0.00%
0.00%
0.00%
1.34%

**Mean Average Salary**

Average of Basic Salary Row Labels	F	M
1	13,353	13,353
2	14,061	14,117
3	16,532	16,093
4	19,328	18,994
5	22,398	22,290
6	27,636	27,646
7 TRAINING	27,991	27,691
7	33,386	33,617
8	43,157	43,273
9	51,796	52,473
10	71,216	74,082

Mean Average Salary % Pay Gap
0.00%
0.40%
-2.73%
-1.76%
-0.48%
0.04%
-1.08%
0.69%
0.27%
1.29%
3.87%

**Notes:**

% Pay Gap formula used

Median Salary Data :

Mean Average Salary Data :

$$\frac{((\text{Median Male Salary} - \text{Median Female Salary}) / \text{Median Male Salary}) * 100}{((\text{Mean Average Male Salary} - \text{Mean Average Female Salary}) / \text{Mean Average Male Salary}) * 100}$$

Most pay gaps quoted nationally are in favour of men and for this reason the % Pay Gap formula quoted above, are run with males as the comparator. Where a negative pay gap value is returned, this indicates a pay gap in favour of women.

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