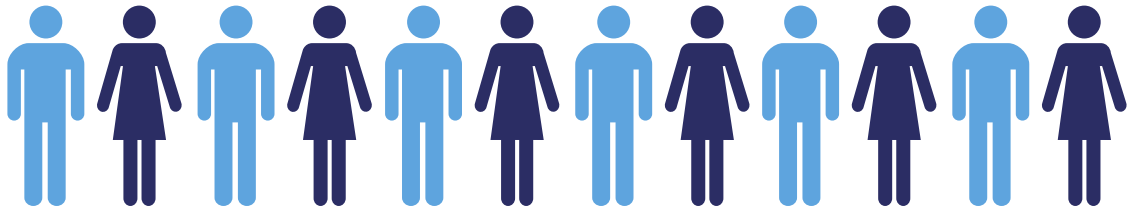


BMA/BMJ group – gender pay gap report

April 2019



Commitment to equality, diversity and inclusion

The BMA/BMJ group is fostering a culture where individual differences and diversity are welcomed. We are committed to championing equal rights and opportunities, and proactively tackling discrimination or disadvantage in all forms, to create an open and inclusive culture for our employees, members and stakeholders.

The group is committed to ensuring our employees and members are treated and rewarded fairly irrespective of gender in their workplaces.

We are playing a key role in the independent review of the gender pay gap in the medical profession. More details about this can be found here: [bma.org.uk/collective-voice/influence/key-negotiations/doctors-pay/gender-pay-gap-review](https://www.bma.org.uk/collective-voice/influence/key-negotiations/doctors-pay/gender-pay-gap-review)

Jay Lippincott
Operational lead to the board of directors

Peter Ashman
Chief executive officer BMJ

Introduction – reporting requirements

The gender pay gap legislation introduced in April 2017 requires UK employers with 250 employees or more on the snapshot date (5 April) to publish data about their gender pay gap.

The legislation requires the BMA/BMJ group report the following information:

1. mean gender pay gap in hourly pay
2. median gender pay gap in hourly pay
3. mean bonus gender pay gap
4. median bonus gender pay gap
5. proportion of male and female employees in each pay quartile
6. proportion of male and female employees receiving a bonus payment.

The data in this report reflects the snapshot date **5 April 2018**.

Organisations must publish within a year of the snapshot date. For the public sector this is 31 March – 4 April for businesses and charities. Publication can be at any time, but the majority of organisations will publish on or just before the deadline.

The **mean** is all the male or female salaries added up and then divided by the total number of men or women in the organisation.

The **median** is the middle salary value when you have put them in value order from highest to lowest.

Why are the BMA and BMJ making a joint report?

UK-based, BMJ employees are employed under BMA employment contracts and so form part of the headcount of the BMA rather than the BMJ.

Only the BMA fulfils the reporting requirement of having more than 250 'relevant employees'. On this basis, the BMA will report an overall figure for both companies.

Employees included in the gender pay gap data

UK-based employees on employment contracts with the BMA/BMJ group are included in the calculations. This does not include elected members and non-executive directors, or employees and contractors who are based outside the UK.

National context: gender pay findings

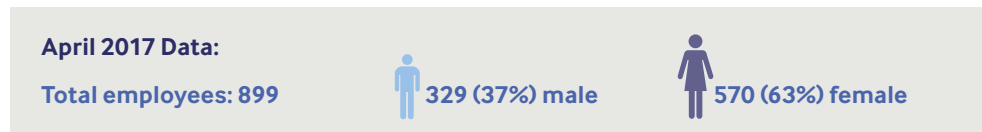
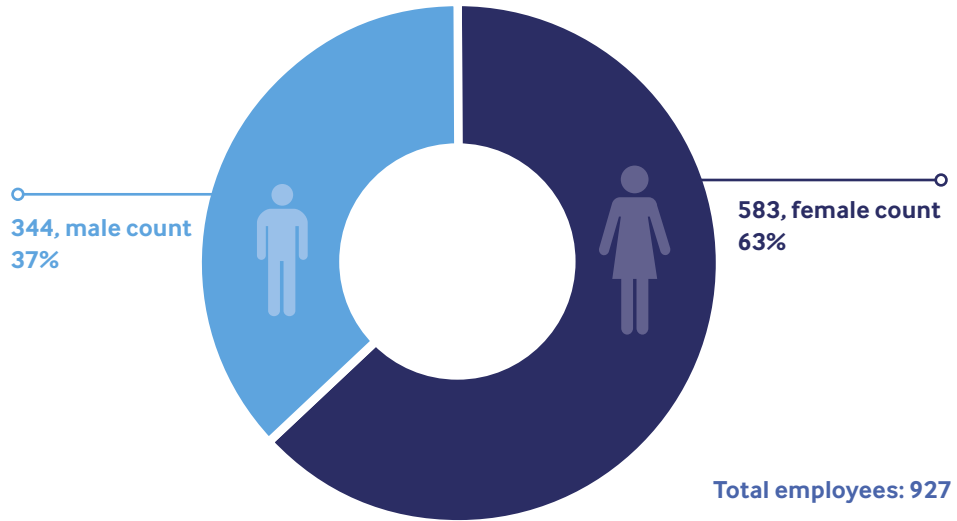
The ONS (The Office for National Statistics) report the **median gender pay gap** between all female employees' hourly pay compared with all male employees' pay as **17.9 per cent** for 2018.

The **mean gender pay gap** (ONS) between all female employees' hourly pay compared with male employees' pay is **17.1 per cent** for 2018.

BMA/BMJ group demographics

The gender split is shown below noting that the number of female employees outweighs the number of male employees.

The total headcount for the BMA/BMJ Group has increased by 28 since 2017. However, the percentage of female and male employees remains unchanged.



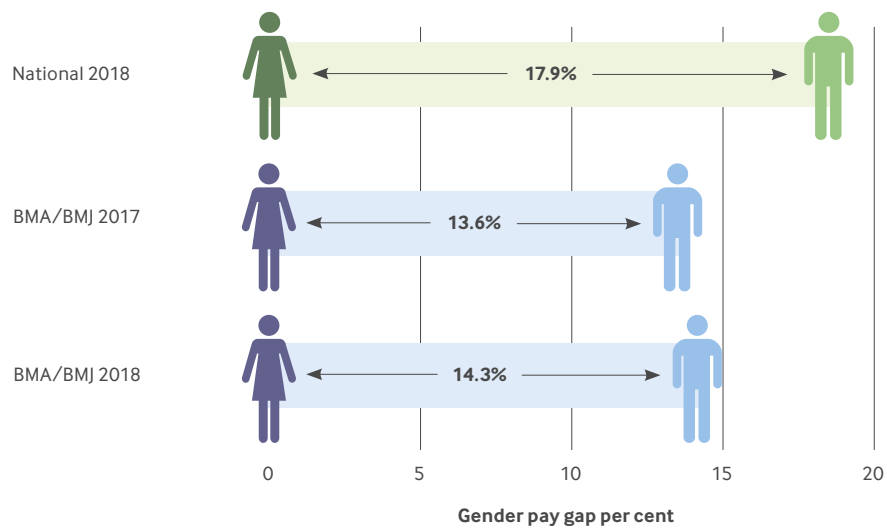
BMA/BMJ group gender pay gap

Gender pay calculations are based on ordinary pay, which includes: basic pay, allowances and pay for leave. Calculations exclude: overtime pay, repayments of expenses and interest-free loans.

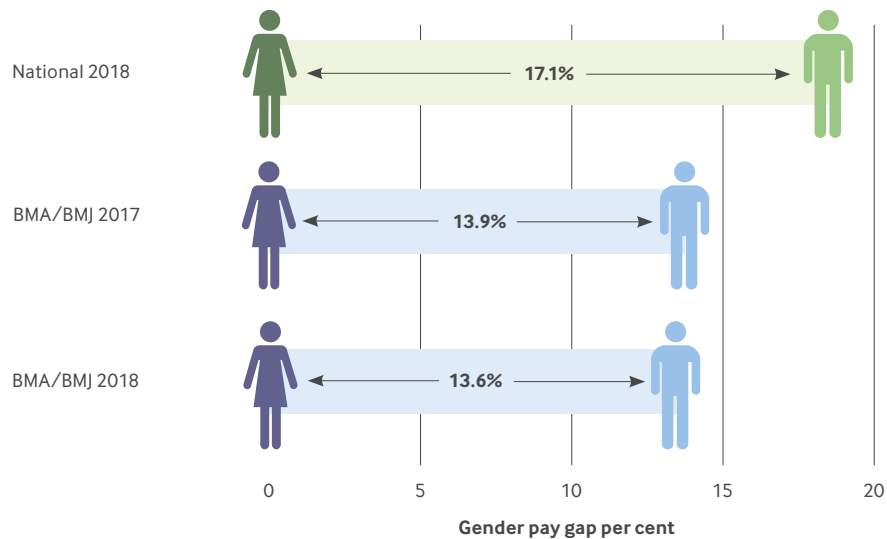
The **median gender pay gap** has risen from **13.6 per cent** in the 2017 report to **14.3 per cent** in 2018. Conversely the **mean gender pay gap** has fallen from **13.9 per cent** in 2017 to **13.6 per cent** in 2018.

The BMA/BMJ group **median gender pay gaps** are lower than the national figures.

Median gender pay gap

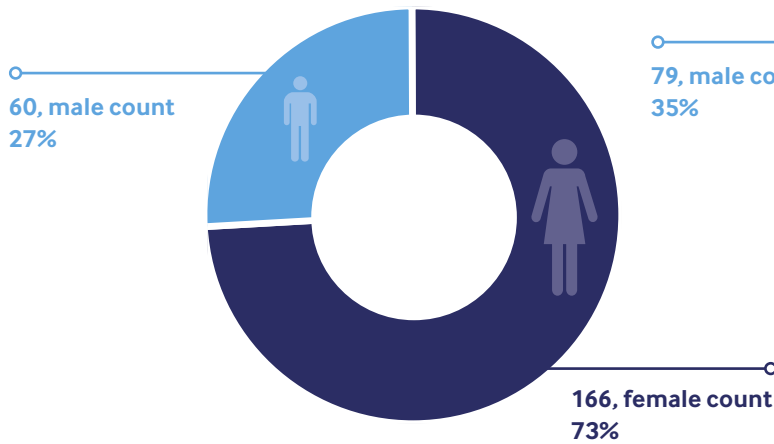


Mean gender pay gap



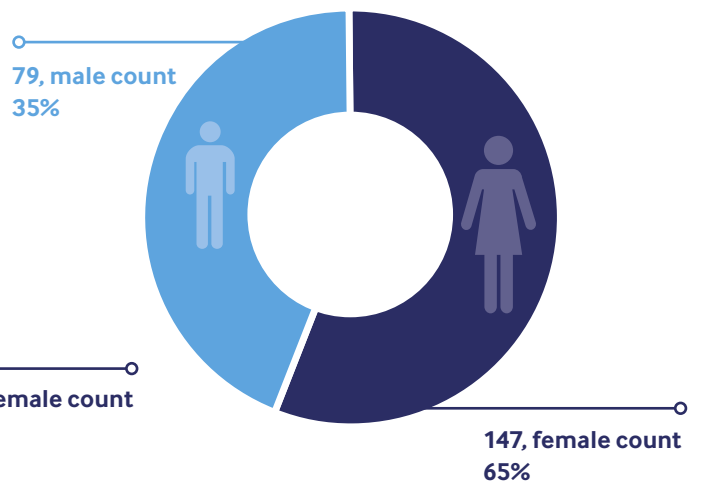
BMA/BMJ group salary quartiles

Lowest pay quartile



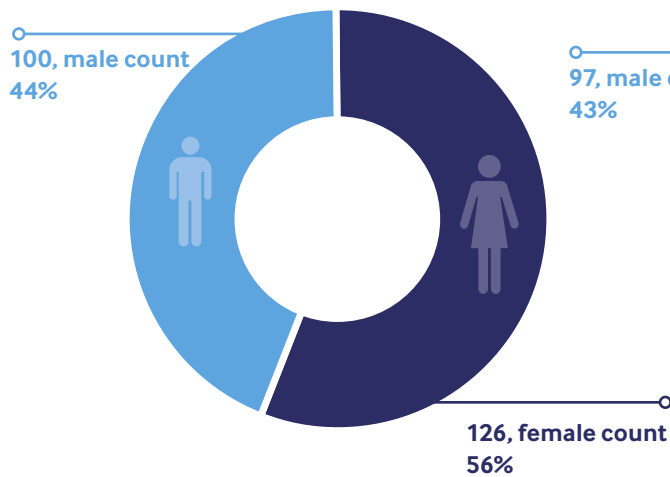
2017 data:
55 (25%) male
169 (75%) female

Lower middle pay quartile



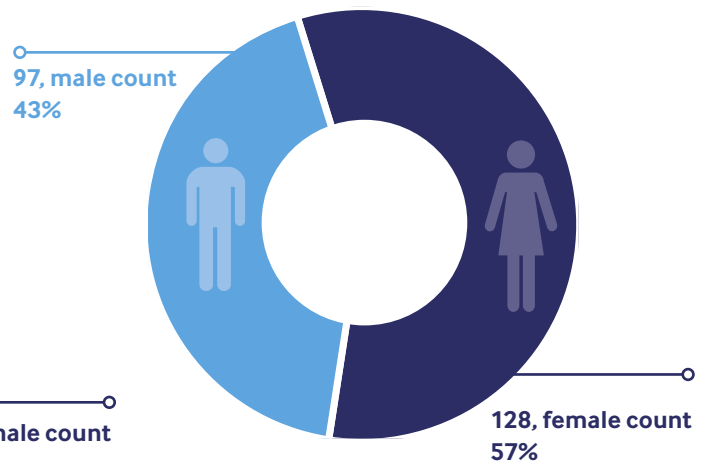
2017 data:
83 (37%) male
141 (63%) female

Upper middle pay quartile



2017 data:
82 (37%) male
142 (63%) female

Highest pay quartile



2017 data:
109 (48%) male
118 (52%) female

There is a higher proportion of female employees in roles within the lower salary quartile – consistent with 2017 data. The proportion of male and female employees in the lower middle salary quartile is similar to gender split within the BMA/BMJ group.

The proportion of female employees at the upper middle pay quartile has reduced compared to 2017 and increased at the highest pay quartile. There is, roughly, an equal balance of male and female employees in roles in the upper salary quartile.

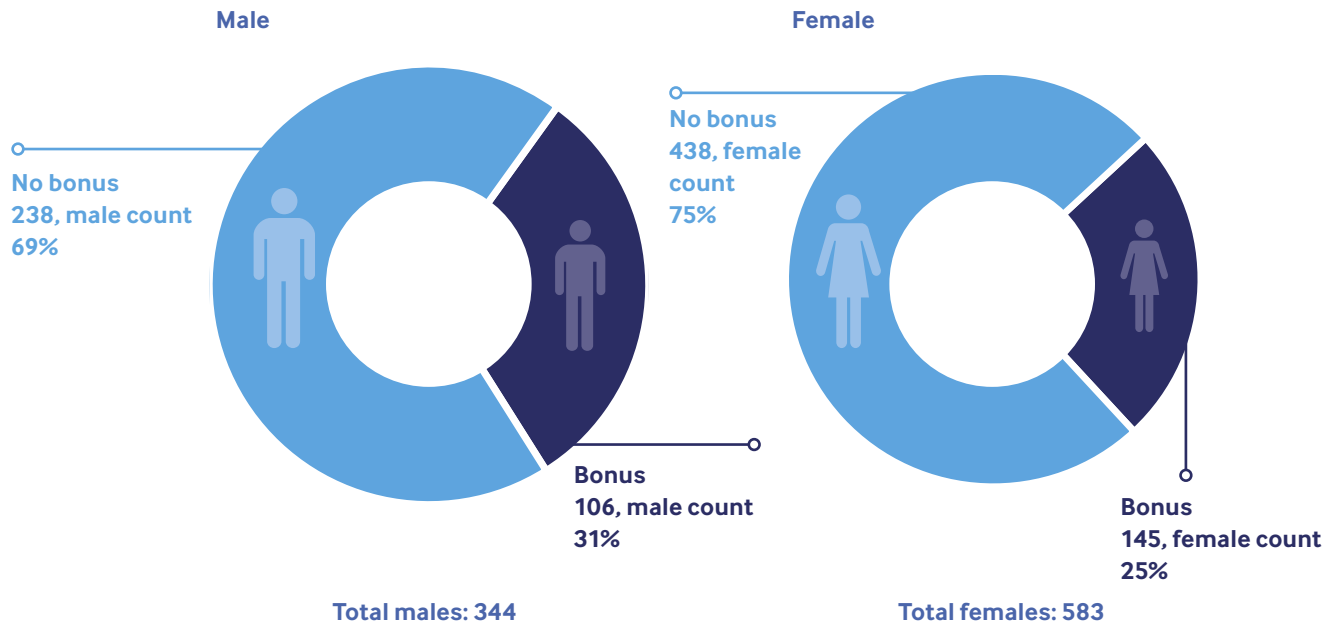
While there is a higher proportion of female employees in the top pay quartile, male employees are over represented when compared to the gender balance of the BMA/BMJ group as a whole.

BMA/BMJ group bonus pay gender gap

2018 the median bonus gap is 4.8%
2017 the median bonus gap is 0.0%

The mean bonus gap is 40.9%
The mean bonus gap is 4.6%

Due to the nature of bonus payments they are prone to yearly shifts. This is because bonus payments are determined by factors including organisational performance which can vary and affect the award and value.



The BMA/BMJ group bonus awards are paid mainly as set values and are made irrespective of gender.

The BMA revised its employee recognition scheme in 2018 which means the BMA and BMJ now operate recognition schemes that share broadly similar criteria.

The bonus and commission schemes apply to all eligible employees in both the BMA and BMJ. The figures for 2018 reflect the eligibility criteria and conditions for payment being fulfilled.

Interpreting the data

- The BMA/BMJ group median gender pay gap is 14.3 per cent in favour of males, which is lower than the ONS national average of 17.9 per cent.
- The BMA/BMJ group mean gender pay gap is 13.6 per cent in favour of males, which is lower than the ONS national average of 17.1 per cent.
- The mean and median gender pay gaps can be explained by the observation that while men make up only 37 per cent of the workforce, they make up 27 per cent of the lowest paid quartile and 43 per cent of the highest paid quartile.
- The highest paid quartile has increased to 57 per cent female, which suggests that females are encouraged to progress their careers to senior roles. However, the proportion of women at the upper middle quartile has decreased.
- Both the BMA and BMJ operate broadly similar staff recognition schemes. However, the criteria and application of commission and bonus payments differ.
- The mean bonus gap has widened. However, this is a reflection of the gender balance where these schemes apply.

What are we doing to reduce the gap?

Minimising the gender pay gap is a long-term objective. The BMA/BMJ group is committed to reducing its gender pay gap and establishing itself as an exemplar employer.

We are continuing to work with our employees to review our practices and establish initiatives to minimise the gap.