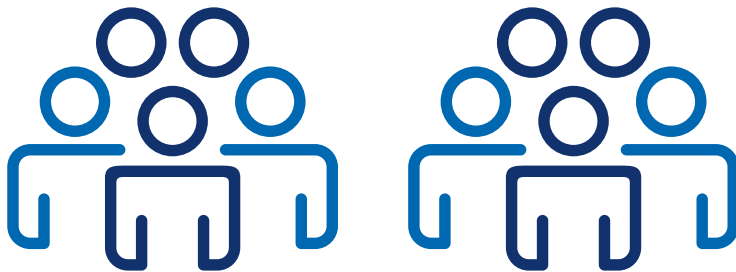


BMA/BMJ group – gender pay gap report

Using data from 5 April 2022



Commitment to equality, diversity and inclusion

The BMA/BMJ group 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, customers and stakeholders.

The BMA/BMJ group is determined to address our gender pay gap and we are working with our employees to identify practical ways in which we can do this.

Rachel Podolak and Neeta Major
Co-chief executive officer BMA

Chris Jones
Chief executive officer BMJ

Introduction – reporting requirements

The gender pay gap legislation introduced in April 2017 requires that UK employers with 250 employees or more on the snapshot date (5 April) 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 2022**.

Why are the BMA and BMJ making a joint report?

The publication of gender pay gap results is joint for the BMA/BMJ group.

UK based, BMJ staff are employed under BMA contracts of employment as the primary employer and so fall into 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.

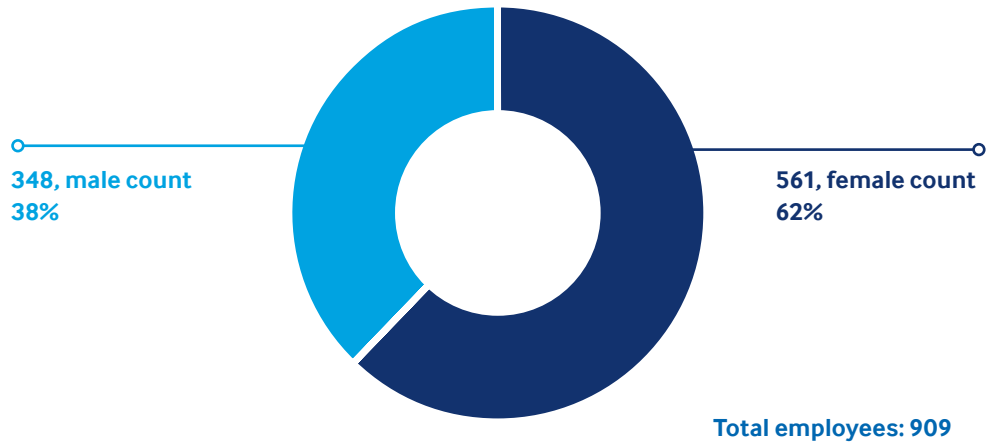
Staff included in the gender pay gap data

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.



BMA/BMJ group demographics

The gender split in the BMA/BMJ group is shown below. The number of female employees outweighs the number of male employees.

There are 918 'relevant employees' (employed on the snapshot date), but 9 employees are excluded as they were on reduced rates of pay (eg maternity and sick pay) leaving 909 full-pay relevant employees for the calculations. The 9 employees are only included in the bonus pay gap calculation, not the ordinary pay gap.



April 2021 Data:

Total employees: 900	 340 (38%) male	 560 (62%) female
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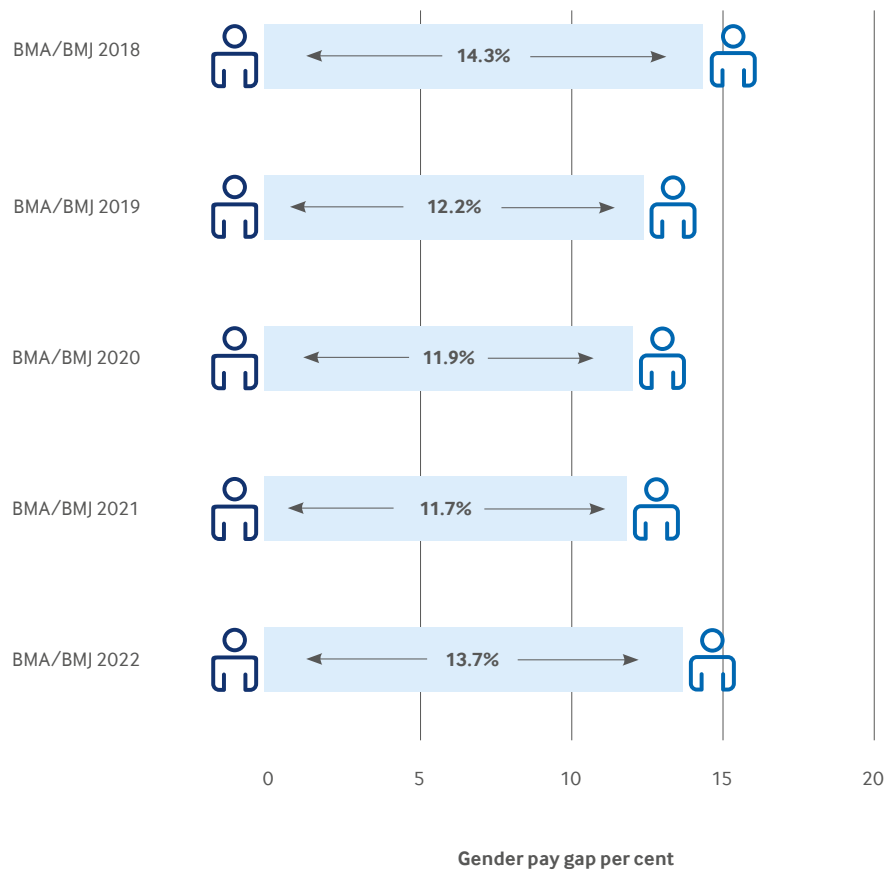
BMA/BMJ gender pay gap

Gender pay calculations are based on ordinary pay which includes: basic pay, allowances, pay for leave but excludes: overtime pay, repayments of expenses and interest-free loans. Both the median and mean gender pay gaps have widened since last year, median from 11.7% to 13.7% and the mean from 10.6% to 13.2%, both in favour of men.

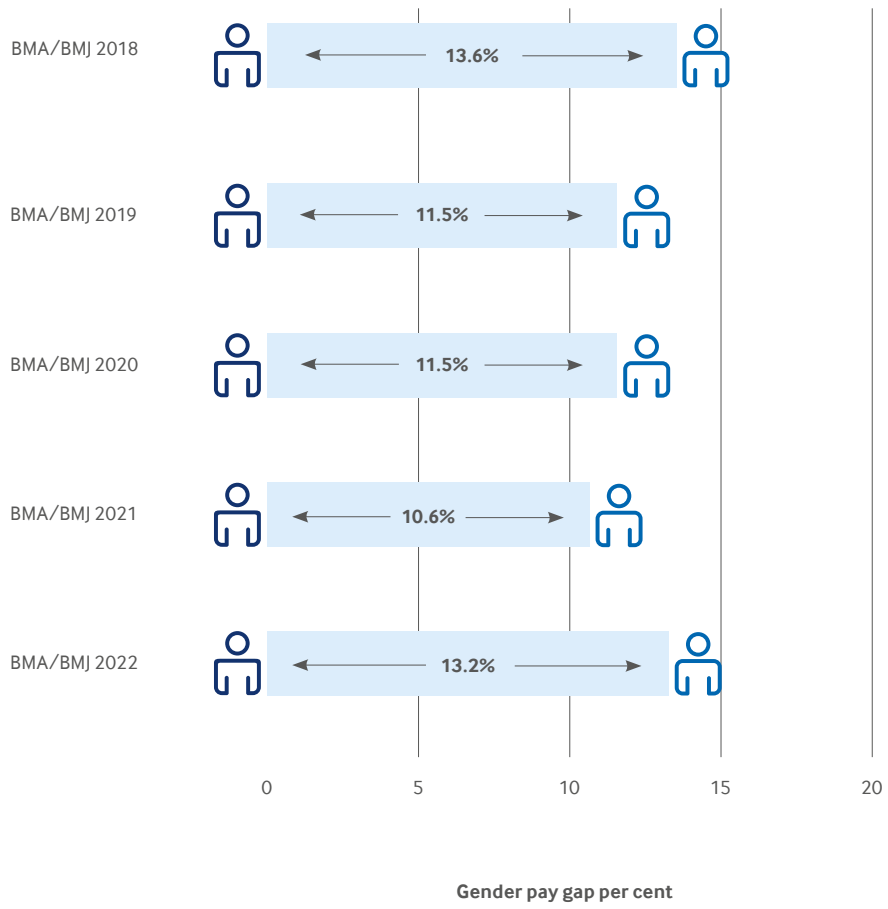
The latest Gender Pay Gap release from the Office for National Statistics (ONS) in October 2022 shows the national mean pay gap has narrowed slightly to 13.9% in favour of men and the BMA/BMJ's gap remains lower at 13.2%. The national median pay gap has narrowed to 14.9% and the BMA/BMJ's gap is lower at 13.7%, all in favour of men.

Over the past 5 years, both the mean and median pay gaps have fluctuated, with overall the mean pay gap closing by 0.4%, and the median pay gap closing by 0.6%.

Median gender pay gap



Mean gender pay gap

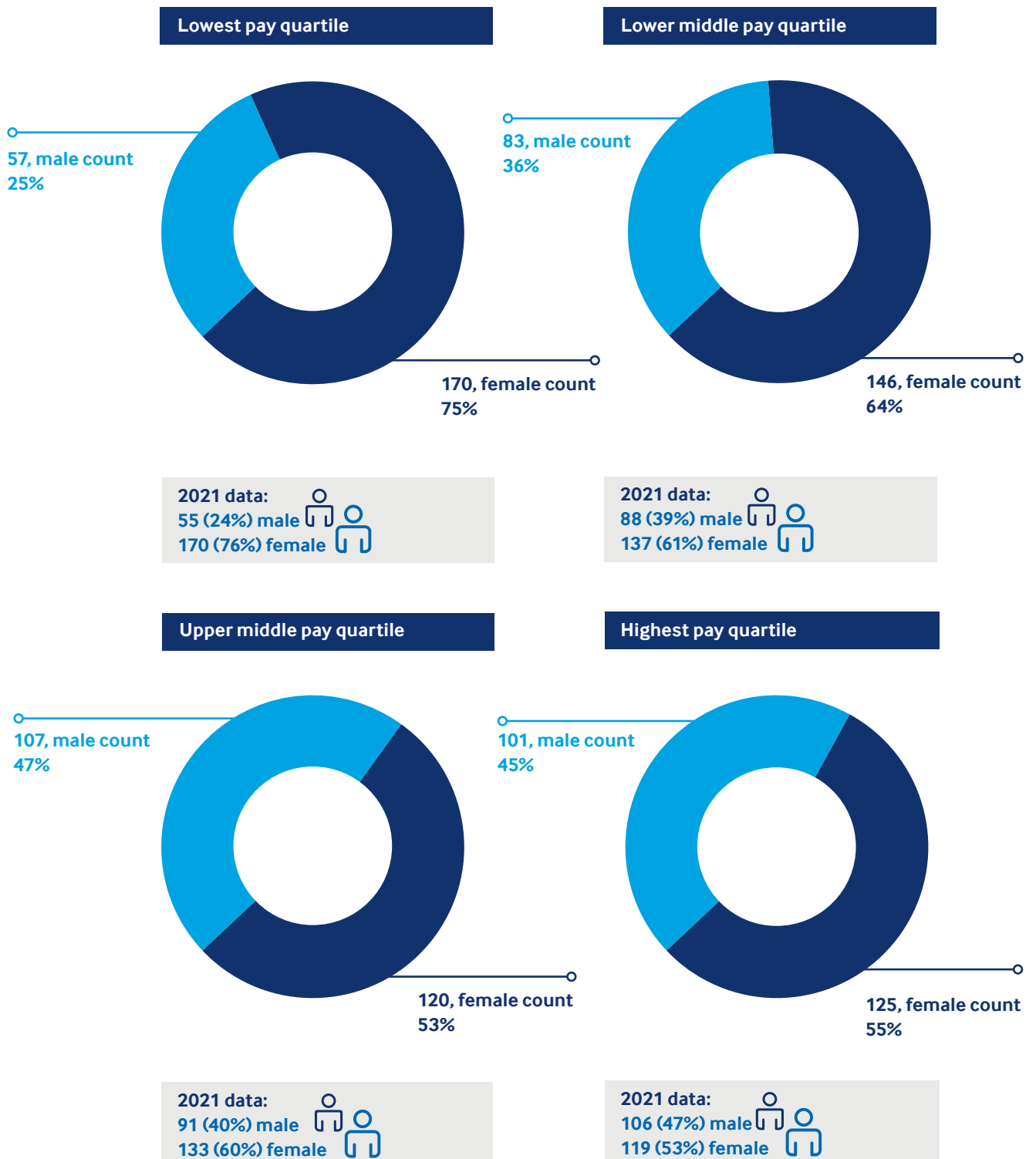


Salary

Salary quartiles 2022: BMA/BMJ group

Females are well-represented in the top half of the organisation with 54% of roles being held by women. In most organisations there is an under-representation of women in these highest paid jobs, but the BMA/BMJ are ahead with a good balance at the top.

However, in the bottom half of the organisation there is an over-representation of females with 69% of the lower paid roles (lowest pay quartile and lower middle pay quartile) being occupied by women, and looking specifically at the lower quartile, 75% of the lowest paid roles are held by females.



Why has the pay gap increased?

The number of men in the upper middle pay quartile has increased from 40% in 2021 to 47% in 2022 (an additional 16 men). While the pay gap remains small in this quartile (2.3%), having more higher paid men has widened the overall pay gap.

Bonus pay gender gap

Bonus pay refers to any extra payments or rewards that an employee receives on top of their regular salary or wages. This can include performance-related bonuses, commissions, profit-sharing schemes, and other forms of discretionary payments such as long service awards and recognition scheme vouchers. The BMJ have an established bonus scheme, while the BMA tends to use recognition schemes and long service awards.

The median bonus gap is 12% in favour of women

The mean bonus gap is 45% in favour of men

The BMA/BMJ’s median bonus pay gap has switched from 1.4% in favour of men to 12% in favour of women. The mean bonus pay gap has increased by 8.8% to 45% since last year, still in favour of men. Men receive on average c.£500 more in bonus pay than women when looking at the mean, while the median shows women receive on average £12 more bonus pay than men.

For the bonus pay gap calculations, all ‘relevant employees’ are included, not just the ‘full-pay relevant employees’ meaning that the 9 excluded employees on a reduced rate of pay are included in the bonus pay calculations.

Bonus pay proportions

There are no gender differences in the proportion of employees receiving bonus pay payments, with 71% of male and female employees receiving some kind of bonus payment.

