

MRC Equal Pay Audit 2015



Executive summary

The MRC is committed to eliminating unjustified discrimination, promoting equality of opportunity and good relations between employees and encouraging diversity throughout the workforce. We believe that our success depends on our ability to embrace diversity and draw on the skills, understanding and experience of all our people.

This Equal Pay Audit has thoroughly reviewed the pay of men and women doing work of equal value within the MRC as at 1st April 2015. It also looks at specific staff groups and other protected characteristic groups.

The review identifies and investigates where there are gender pay gaps of 5% and above, and makes recommendations to close the gap in the absence of a satisfactory explanation on grounds other than gender.

The overall MRC gender pay gap at 1st April 2015 was 13.7%. However, as the report notes when comparing males and females doing work of equal value (e.g. by pay band) there are no significant pay gaps of concern, in fact in many bands females on average earn more than males.

The overall pay gap can be attributed to a lack of representation of females at higher levels within the organisation, as is commonly seen in academia and the wider UK workforce. This is noted, and dealt with within the recommendations.

The MRC is pleased with the results of the Equal Pay Audit and with progress made since the last audit in 2009. Nevertheless our recommendations represent our commitment to eliminating unjustified discrimination and promoting equality of opportunity.

Foreword by MRC National Trade Union Side

The MRC Trade Unions support the findings of the MRC Equal Pay Audit 2015. We are pleased that the current pay structure has been effective in rebalancing pay and reducing the number of employees over band maximum. We welcome the MRC's commitment to further reducing any perceived gender distinction, in particular through the recruitment of women to senior appointments and on Boards and Panels.

Equal Pay – The legal background and context

Equal pay is an aspect of sex discrimination law and has been in force for over 40 years. It gives the right for men and women to be paid the same for the same, or equivalent, work. Where men and women are paid at different rates for the same, or similar, work, the employer must prove that there is a reason for it which is not gender-related.

The Equality Act 2010 replaces the previous anti-discrimination laws with a single Act. The Equality Act 2010 gives women (and men) a right to equal pay for equal work. It replaces previous legislation on equal pay, including the Equal Pay Act 1970, the Sex Discrimination Act 1975, and the equality provisions in the Pensions Act 1995.

In their 2015 election manifesto the Conservative Party announced future plans that will require companies with more than 250 employees to publish the difference between the average pay of their male and female employees. Following two periods of consultation, the government published the Gender Pay Gap Information Regulations in February 2016. The Regulations will require employers with more than 250 employees to collect their gender pay gap data as at 30 April 2017 and then to publish it within the following 12 months (and on an annual basis going forward).

Whilst this legislation is not yet in force the MRC is committed to openly publishing our own equal pay gap ahead of this as at 1st April 2015.

What is an Equal Pay Audit?

An equal pay audit involves comparing the pay of protected groups who are doing equal work in an organisation, investigating the causes of any pay gaps by gender, ethnicity, disability or working pattern and planning to close any gaps that cannot be justified on grounds other than one of those characteristics

An equal pay audit is concerned with an important, but narrow, aspect of potential discrimination in employment - unequal pay for equal work. It does not directly address other aspects of inequality, such as the glass ceiling, but such aspects - which may well contribute to overall pay gaps between, for example, men and women - may be highlighted by the pay audit.

An equal pay audit is not simply a data collection exercise. It entails a commitment to put right any unjustified pay inequalities and this means that the audit must have the involvement and support of managers with the authority to deliver the necessary changes. It is also important to involve workforce representatives to maximise the validity of the audit and success of subsequent action taken.

The MRC and Equal Pay

In May 2015 the MRC Remuneration Committee commissioned an Equal Pay Audit to be carried out to assess the current equal pay gaps at work in the organisation. The last Equal Pay Audit was carried out in 2009 which is prior to not only a period of public sector pay restraint but also significant changes to the MRC pay structure which took place in both 2012 and 2014.

MRC Equal Pay Audit 2009

The last Equal Pay Audit, carried out in 2009, found that overall there was *“no evidence of discrimination in base or total pay on the grounds of gender, ethnicity, disability or age as MRC’s results are very good”*.

However, it did find some issues including:

- Neither band 2 or 1 had a maximum pay rate. This, effectively, created open-ended pay ranges and therefore allowed individuals undertaking broadly equivalent work to be paid very differently;
- Although bands 7 to 3 did each contain a maximum, a considerable number of employees are currently paid above their maximum. Out of the 2,979 employees in these ranges 782 (which is 26%) were being paid above their maximum;
- Even those pay ranges that had pay range maximum figures contained a very wide spread of base pay figures;
- There was a strong relationship between age and salary level (i.e. the older an employee is, the higher their salary is when compared to their colleagues in the same grade). This is typical of an incremental pay system with stepped pay ranges but it attaches little or no value to the performance, contribution or competence of the individuals.
- MRC’s policy on promotion was that the individual should progress their base pay to the minimum of the new Band, with an under-pinning assurance that they will get an increase of at least 10% (of their current pay). The reality was that these pay increases on promotion ranged from 11.1% to 46.3% with the majority being in the high teens/low twenty percentage range;
- The starting base pay of individuals ranging from the minimum to a position above the maximum i.e. there are many examples of two new appointments to the same grade where one has started on the minimum and the other has started above the maximum.

The publication of these findings contributed significantly to the development of changes to the MRC pay and grading structure including:

- The introduction of maximum salary rates for bands 2 and 1;
- More opportunities for progression into Band 1 through Personal Promotion for scientific staff, and a Job Evaluation process for non-scientists;
- Revised pay ranges in bands 7 – 3 with now only 14 employees in total over band maximums (0.7% of staff compared to 26% in 2009 audit);
- The introduction of a new spot rate section, Senior Contract Pay, for those with salaries over £100,000;
- The introduction of the A and B sections to recognise competence, and the S-zone to recognise sustained excellence;

Current MRC Pay Structure

The MRC pay and grading model consists of a single pay and grading structure that includes scientific, research support, technical, management and administrative posts. The structure comprises of 7 main bands (band 7 – band 1). In addition there is a personal pay section which sits above band 1; Senior Contract Pay.

Each of these bands (excluding Senior Contract Pay) is split into 3 sections:

A section	Entry/Developmental
B section	Experienced/Competent
S-zone	Fully Competent AND <i>Sustained Excellence</i>

Data collection and methodology

Data was extracted from the Oracle HR system, as at 1st April 2015 to provide consistency in comparison. Data was analysed for all employees regardless of terms and conditions to calculate pay gaps. Subsequently, employee data was grouped as considered appropriate.

The gender pay gap is calculated using the mean salaries of female employees expressed as a percentage of the mean salaries of male employees doing work of equal value. 'Salary' is the full-time equivalent salary.

A negative % demonstrates a pay gap in favour of women.. The Equality and Human Rights Commission recommend that any pay gaps of 5% or greater are considered to be significant and should be investigated further.

Gaps of 5% or over in favour of males are shown in red and gaps of 5% or over in favour of females are shown in yellow.

To ensure the audit was as credible as possible advice was also sought and followed from a Programme Leader at the MRC Biostatistics Unit.

The overall analysis was split into four distinct sections:

Section 1 – MRC overall gender pay gap analysis

Section 2 – Science roles only gender pay gap analysis

Section 3 - MRC overall gender analysis of other pay related elements

Section 4 - MRC overall pay gap analysis for other protected characteristics including ethnicity, job category and full-time/part-time staff

Data privacy within the report

The data shown in this report has been reviewed to mitigate the risk of individuals being identified; this means that in some areas detailed comparisons are not shown however all detailed data has been reviewed by the MRC Remuneration Committee, National Trade Union Side, MRC Management Board and HR Leads group. Employee counts have been rounded to the nearest multiple of 5 in line with HESA guideline to ensure anonymity within small groups. Where a value of 5 is shown this should be read as indicating a value of 5 or less.

Section 1: MRC overall gender pay gap analysis

On 1st April 2015 the MRC employed 1,935 staff on our pay structure which includes bands 1 – 7, SCP and also hourly paid staff. Females accounted for 50.8% of this total, with males accounting for 49.2%, demonstrating an overall equality in the composition of workforce.

1.1 Overall gender pay gap

Comparing the whole data for MRC base salaries shows an overall pay gap of 13.7%. However, it is important to consider this in more detail.

Table A) All employees – mean pay gap

Female		Male		Pay Gap
Employee Count	Average FTE Salary	Employee Count	Average FTE Salary	
980	£32,372	950	£37,519	13.7%

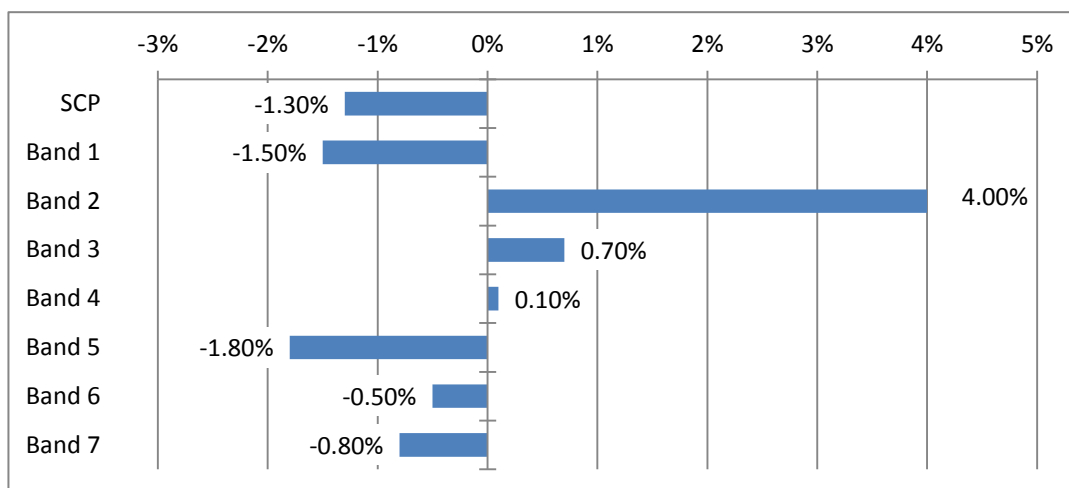
1.2 Mean gender pay gaps by band

To be able to analyse the pay gaps reported in Table A) it is important to look at the gender pay gap by pay band. The table below provides information by gender and headcount and shows the median salaries and resulting pay gaps for each MRC pay band:

Table B) Gender pay gaps by band – Average FTE Salary

Band	Female		Male		Pay Gap
	Employee Count	Average FTE Salary	Employee Count	Average FTE Salary	
SCP	5	£122,369	20	£120,776	-1.3%
Band 1	20	£84,992	40	£83,765	-1.5%
Band 2	40	£57,253	85	£59,640	4.0%
Band 3	170	£42,861	160	£43,146	0.7%
Band 4	370	£30,979	375	£31,002	0.1%
Band 5	240	£25,249	155	£24,806	-1.8%
Band 6	125	£19,439	80	£19,345	-0.5%
Band 7	20	£16,157	30	£16,032	-0.8%

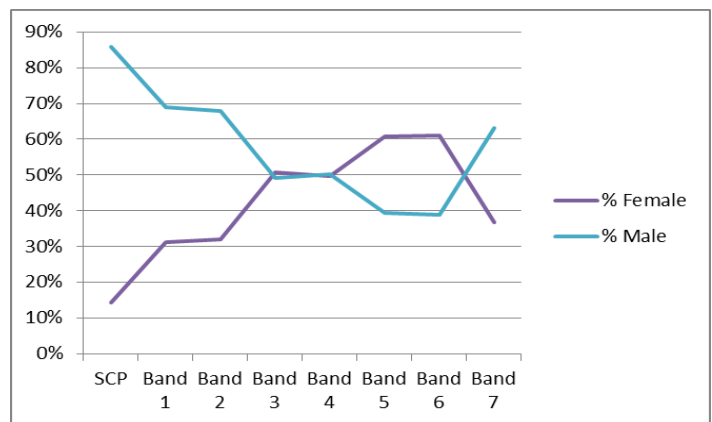
Table C) Gender pay gap by band - chart



It is also necessary to review the how males and females are spread across the different bands.

Tables D) and E) Gender split across bands

Band	% Female	% Male
SCP	14%	86%
Band 1	31%	69%
Band 2	32%	68%
Band 3	51%	49%
Band 4	50%	50%
Band 5	61%	39%
Band 6	61%	39%
Band 7	37%	63%



The tables above provide a number of observations.

- SCP and Bands 1 and 2 are predominantly male, particularly SCP with 86% of employees being male. On average females in SCP and Band 1 are paid slightly higher than their male counterparts although it should be noted that in SCP there are only 5 females so valid assumptions may be difficult to make for females in this band any pay gaps over 5% should be investigated;
- Band 2 shows a pay gap of 4%.
 - In the interests of transparency it should be noted that 10 individuals were excluded from the analysis as outliers, who, due to the previous lack of a cap on band 2 are above band maximum;
 - It should also be noted in band 2 that there is a 61% difference in the average length of service between females and males which is much larger than the difference in other bands (see Table F)
 - In addition there is a larger average age gap between males and females in band 2 in comparison to the other bands (with the exception of band 7);
 - This could indicate the scales being weighted towards long serving, predominantly male employees however this is not replicated in Bands 1 and SCP.
- Bands 3 and 4 have a roughly equal percentage of females to males and the equal pay gap in this band is minimal;
- Bands 5 and 6 are predominantly female and a slightly positive pay gap exists in Band 5 in favour of females;
- Band 7 is predominantly male and a minimal pay gap in favour of women can be seen;
- The NHS, Euros, Apprentice and Hourly Paid groups all show pay gaps but contain very small numbers of employees, 40 employees between all four groups so meaningful analysis cannot be made.

Table F) Average length of service and age by gender, by pay band

Band	Female		Male	
	Avg Length of Service	Avg Age	Avg Length of Service	Avg Age
SCP	16.6	57	19.7	60
Band 1	15.2	51	16.9	53
Band 2	9.2	46	14.8	51
Band 3	9.7	45	9.1	45
Band 4	5.9	38	6.1	38
Band 5	7.9	40	6.3	38
Band 6	6.6	41	7.6	42
Band 7	6.4	42	9.3	47

MRC Remuneration Committee, Management Board and National Trade Union Side also reviewed the findings in relation to total earnings in addition to basic earnings which has been reviewed above, however the analysis did not highlight any differences from the base salary analysis and so has not been included.

Section 2: Science roles only gender pay gap analysis

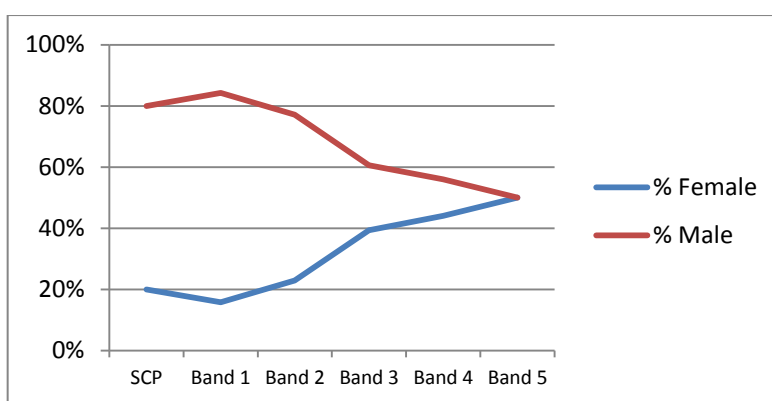
At the request of the MRC Remuneration Committee this section has been included to review those classed in the "scientific" cadre only at the MRC and includes:

- Programme Leaders (PLs)
- Programme Leader Tracks (PLTs)
- Senior Investigator Scientist
- Investigator Scientist
- Career Development Fellows/Postdoctoral Training Posts (CDF/PD)

Science posts account for the most significant percentage of all employees at 39%. An analysis of all job functions pay gaps is shown in Section 4.

Table G) and H) Composition of science employees by pay band

Band	% Female	% Male
SCP	20%	80%
Band 1	16%	84%
Band 2	23%	77%
Band 3	39%	61%
Band 4	44%	56%
Band 5	50%	50%



As with the overall MRC population the composition of science employees shows an imbalance at the senior level, particularly from band 2 upwards.

Table I) Science employees only – mean pay gap

Function	Female		Male		Pay Gap
	Employees	Avg Annual Salary	Employees	Avg Annual Salary	
Science	260	£37,038	420	£44,370	16.5%

The table above shows a 16.5% overall pay gap in the scientific cadre which is larger than the overall MRC pay gap of 13.7%. However, in context of the spread of males and females across science bands then further investigation needs to be undertaken to understand this gap:

Table J) Science employees – mean pay gap by pay band

Band	Female		Male		Pay Gap
	Employees	Avg Annual Salary	Employees	Avg Annual Salary	
SCP	5	£122,369	10	£118,362	-3.4%
Band 1	5	£82,883	30	£84,040	1.4%
Band 2	20	£58,209	75	£61,161	4.8%
Band 3	50	£42,698	80	£42,564	-0.3%
Band 4	170	£29,981	215	£29,972	0.0%
Band 5	10	£23,979	10	£23,627	-1.5%

Reviewing the average gender salaries across bands shows that there are generally only minor differences in salaries across the bands. Again band 2 shows the biggest gap of 4.8% this remains below the recommended 5% warning level, it should however be noted.

Table K) average pay gap by difference science roles

Band	Female		Male		Pay Gap
	Employee Count	Average FTE Salary	Employee Count	Average FTE Salary	
PL (B1)	5	£83,265	30	£84,040	0.92%
PL (B2)	15	£59,983	55	£62,378	3.84%
PLT	5	£50,952	10	£51,737	1.52%
Senior Investigator Scientist	40	£43,959	70	£45,372	3.11%
Investigator Scientist	80	£33,484	120	£33,351	-0.40%
CDF/PD	85	£28,600	105	£28,927	1.13%

The table above reviews the gender pay gap in the different types of roles in the science category. The analysis shows that there are no major differences in the average salaries across the different science roles.

Section 3: MRC overall gender analysis of other pay related elements

3.1 Starting Salaries

The MRC policy is that starting salaries is that new starters are expected to start on the minimum point of the relevant A section of the pay band. Where the new starter can provide evidence of working at the same level as the role they are recruited to then a higher starting point may be agreed within the band to reflect the skills that the new starter has already acquired at that level.

Responsibility is devolved to the Units/Institutes to manage their approach to starting salaries.

Table L) shows the average starting salaries for new staff in bands 2-7 (SCP & Band 1 excluded due to small numbers of new appointments). The following points are noted;

- For Band 2 the range of starting salaries is similar however there is one male band 2 appointee with an abnormally high starting salary for exceptional, specific reasons. This has increased the average (mean) male starting salary, which would otherwise align with the average female starting salary;
- At Band 3 there is a male outlier. This role is in a specialist area and carries a higher salary in order to remain competitive;
- Bands 4, 5 & 7 show similar starting salaries for both genders;
- In Band 6 there are almost twice as many female appointments as male with a wide range of roles within the band. This is reflected in a wider range of starting salaries and a slightly higher average for females;
- Only one male appointment out of 60 was to an administrative position whereas a third of female appointments were to administrative positions. Most admin appointments were at Head Office and on band minimum.

Table L) Starting salary statistics across bands

	Band 2		Band 3		Band 4		Band 5		Band 6		Band 7	
	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male
Q1	£50,051	£49,594	£36,294	£39,676	£27,183	£27,084	£21,303	£21,303	£16,338	£16,088	£14,195	£14,195
Min	£49,103	£47,699	£35,935	£35,935	£26,022	£26,022	£21,092	£21,092	£16,088	£16,088	£13,470	£13,470
Median	£55,267	£51,912	£38,227	£42,240	£28,083	£28,224	£21,912	£22,022	£16,640	£16,463	£14,195	£14,420
Mean	£55,455	£57,936	£39,458	£42,556	£28,502	£28,579	£22,642	£22,591	£17,164	£16,876	£14,443	£14,528
Max	£70,167	£92,000	£60,000	£70,000	£37,785	£36,509	£28,671	£27,434	£21,467	£19,442	£16,048	£15,869
Q3	£59,228	£60,051	£41,292	£44,341	£29,274	£29,806	£23,506	£23,741	£17,745	£17,256	£14,920	£14,914

3.2 Allowances

The MRC has a number of allowances in place through the MRC Allowances Policy. The majority relate to either job specific requirements (e.g. Bioinformatics Allowance) or are location specific (Inner and Central London Allowances). These have not been analysed as they are flat rate allowances which apply to all those covered so there is no opportunity for differences.

The two allowances investigated in the audit are the Recruitment and Retention Allowances (RRAs), and Responsibility Allowances (RAs), as these are both person specific and may be open to subjectivity in application.

A detailed analysis comparing RRAs and RAs both by pay band has been carried out and shared with MRC Remuneration Committee, Management Board and National Trade Union Side.

The findings from this analysis are shared below however the full breakdown cannot be shared as the small sample size in some groups could lead to individuals being identified.

The following has been noted for RRAs:

- There is limited use of RRAs in bands 1 & 2 which provides for unreliable data to make comparisons (only 6 across both bands);
- From the data available, there is no specific evidence of bias in the value of RRAs awarded between the genders;
- It is worth noting over half of all RRAs are awarded at one site to technical posts. This is likely due to external competition in the area. Whilst not an equal pay issue, it could be explored as a separate reward issue.

The following has been noted for RAs:

- Responsibility Allowances are not in widespread use across all Units, with the majority being awarded in at two sites. Again minimal allowances are in place in bands 2 and 1 which means it is difficult to make any assumptions for these bands;
- From the data available there is no evidence of gender bias in the values awarded although on average Females are receiving a higher rate of responsibility allowance.

3.3 Bonus Payments

The MRC runs two bonus schemes, an In Year Special Awards Scheme (IY SAS), which provides year round payments of up to £1,000 and an End of Year Special Awards Scheme (EY SAS), which is run in March/April each year and has higher set rates for each band as shown below.

A maximum 25% of staff receive a bonus through the End of Year process:

	Basic	Standard	Maximum
band 7	£317	£555	£793
band 6	£387	£677	£968
band 5	£504	£882	£1,261
band 4	£646	£1,131	£1,616
band 3	£862	£1,508	£2,154
band 2	£1,204	£2,107	£3,009
band 1	£1,734	£3,035	£4,335

(2015 rates)

The table below shows the spread of IY SAS across the different bands by gender in the past year; bands 1, 2, 6, 7 have been excluded due to very small numbers in each which could lead to persons being identified:

Table M) Spread of IY SAS across different bands

	Female		Male		
Pay Band	# IY SAS	Average SAS	# IY SAS	Average SAS	Pay Gap
Band 3	15	£700.00	15	£688.46	-1.6%
Band 4	40	£576.32	20	£647.37	12.3%
Band 5	30	£578.21	25	£573.08	-0.9%
Grand Total	85	£578.86	60	£640.30	

The table shows that 170 IY SAS awards were made and the following was noted:

- IY SAS were predominantly made in bands 4 and 5;
- the small numbers of awards in other bands means that it is difficult to make any assumptions from the pay gaps e.g. only 2 awards made in band 1, and 7 awards in band 2;
- However in band 4, 60 awards were made and the data shows a pay gap in favour of males of 12.3%. Reviewing the awards data shows that 29% of awards for females were above £500, whereas 47% of awards for males were above £500. This is noted and considered as part of the audit recommendations.

The table below shows the spread of EY SAS across the different bands by gender in the past year, bands SCP and 7 have been excluded due to very small numbers in each which could lead to persons being identified:

Table N) Spread of EY SAS across different bands

	Female		Male		
Pay Band	# EY SAS	Average SAS	# EY SAS	Average SAS	Pay Gap
Band 1	10	£4,004.29	15	£2,938.86	26.6%
Band 2	15	£2,120.06	25	£2,114.87	-0.2%
Band 3	50	£1,571.72	40	£1,538.71	-2.1%
Band 4	80	£1,122.29	50	£1,141.55	1.7%
Band 5	40	£879.59	25	£996.17	13.3%
Band 6	25	£720.33	10	£751.20	4.3%
Grand Total	220	£1,346.19	165	£1,758.39	

The following points were noted:

- In Band 1 25 awards were made and there is a pay gap in favour of females of 26.6%. Looking at the breakdown shows that all females awarded EY SAS in band 1 were made at the Standard or Maximum level, whereas 5 males were awarded the basic level.

- Band 5 shows a pay gap of 13.3% in favour of males for EY SAS awards. Again reviewing the actual data shows that more awards were made at the lower level for females than males.

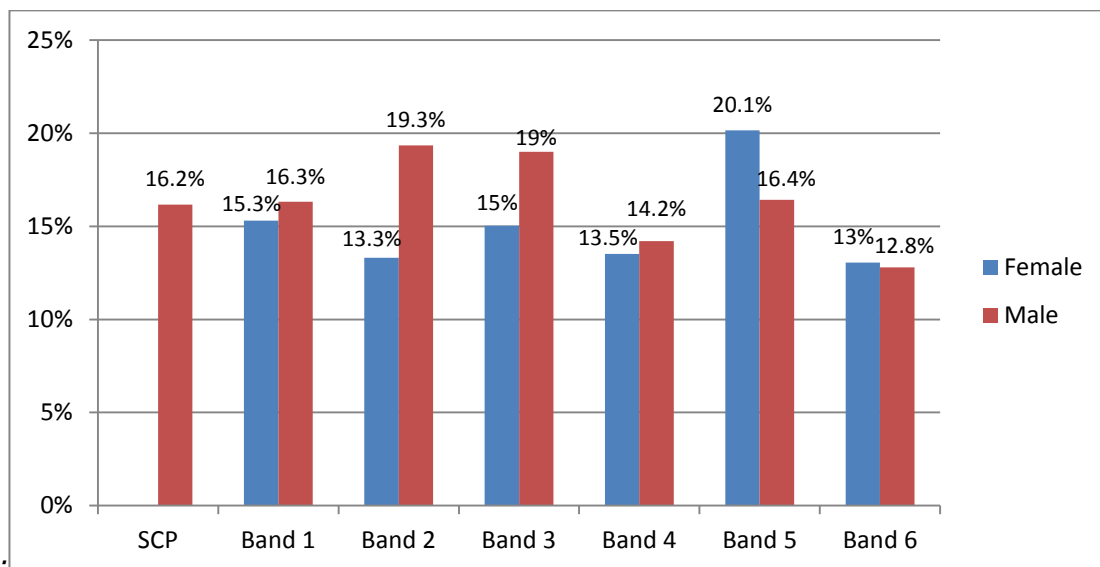
The above is noted and considered as part of the audit recommendations.

3.4 Pay on promotion

The MRC policy on pay on promotion (e.g. Band 4 to 3) is that on promotion to a new band employees will either (whichever is the greater of the two): receive a 7.5% consolidated pay increase on their current pay point move onto the next equal (or higher pay point if there is not an equal point) in the new band; or, progress to the minimum pay point of the A section of the new band.

The below information reviews the average salary increase on promotion across different bands during the three year period preceding 1st April 2015.

Table O) Average salary increase on promotion 2011/12 to 2014/15



The following points are noted:

- Since the introduction of the SCP band in 2012 Oracle data indicated that there have been no females promoted from band 1 to SCP. In comparison 5 males have been promoted from band 1 to SCP over the same period;
- Bands 1, 4 & 6 show a negligible gender difference in the average % salary increase on promotion;
- In band 2 there is 6% difference in favour of males being promoted. There are no obvious factors that the difference can be attributed to;
- In band 3 there is 4% difference in favour of males being promoted.
- In band 5 there is 4% difference in favour of females being promoted. There are no obvious factors that the difference can be attributed to.

The above is noted and considered as part of the audit recommendations.

Section 4: MRC overall pay gap analysis for other protected characteristics

A detailed analysis comparing each protected characteristic group by pay band has been carried out and shared with MRC Remuneration Committee, Management Board and National Trade Union Side.

The findings from this analysis are shared below however the full breakdown cannot be shared the small sample size in some groups could lead to individuals being identified.

4.1 Ethnicity

Of the 1,935 staff employed on 1st April 2015 those identifying as white accounted for 77% of all employees, those identifying as BME accounted for 14% of all employees, and those choosing to withhold their ethnicity, 9%.

The data shows pay gaps at Bands SCP, Band 1 and 2. SCP and Band 2 show a gap in favour of those identifying as white whilst Band 1 shows a gap in favour of those identifying as BME. However, due to the small numbers of BME employees at senior levels the gaps are not statistically relevant to investigate further.

In Bands 3 to 7 where there are larger numbers of those identifying as BME, there are no relevant pay gaps to investigate. This demonstrates that, where there are more significant sample sizes to allow for analysis, the MRC pay structure does not show any discrimination in this area.

4.2 Disability

Of the 1,935 staff employed on 1st April 2015 those disclosing a disability accounted for 2% of all employees. This has made any statistical analysis difficult due to very small numbers of those disclosing disability in any one band.

From the limited data analysed no statistical pay gaps are present between those disclosing a disability and those not.

4.3 Full time/Part Time staff

Of the 1,935 staff employed on 1st April 2015 part-time workers accounted for 12% of the overall workforce. In addition 75% of the part-time population is female.

The numbers for comparison to full time roles are small but there are positive pay gaps for part time employees across most bands. This demonstrates that there is no salary disadvantage to those contracted to work part time.

4.4 Job Function

This section reviews the different average salaries between the different job functions and provides this information by band. The table below shows the breakdown of job functions across the MRC.

Table P) Composition of employees by job function

Function	% of workforce
Administration	16%
Science	39%

Science Support	24%
Technical	21%

Table Q) Average salary across each overall job function

Function	Administration	Science	Science Support	Technical
Average FTE Salary	£36,656.81	£40,510.85	£32,196.99	£26,213.21

This table shows the average salary across each job function; however, as with the gender analysis it is important to consider this in the context in the position of job functions across the different pay bands.

Table R) Average salary across each overall job function by pay band

Function	Administration	Science	Science Support	Technical
SCP	£125,602.00	£119,163.67		
Band 1	£85,626.50	£83,587.23	£83,839.33	
Band 2	£59,339.04	£60,374.44	£58,765.06	£62,266.75
Band 3	£44,273.65	£42,595.92	£42,460.53	£43,525.14
Band 4	£32,007.72	£30,114.90	£31,820.60	£32,733.34
Band 5	£25,065.98	£24,474.60	£24,851.95	£25,528.14
Band 6	£19,728.53		£18,576.08	£19,555.28
Band 7	£14,920.00		£16,023.88	£16,117.95

This table shows the average FTE salary for Job Function by pay band. It demonstrates a similarity in the application of pay value across the functions. However it should be noted that Science roles do not come out top in any band whereas Technical roles, despite not having any staff in bands SCP and 1, do comparatively well. This is potentially caused by higher numbers of staff in Science roles, giving a wider range of salaries, whereas Technical roles are fewer and salaries likely more concentrated.

Conclusions

The MRC is committed to delivering equal treatment for all staff regardless of gender, race, disability, staff group or employment status. Our pay gap reflects the greater incidence of men at the higher ends of our pay scales and of women at the lower. This mirrors existing patterns in the wider UK workforce, particularly within research and academia. It does not mean that our pay practices are flawed, but we will examine them regularly to check their justification, eliminate bias and maximise fairness.

The Equal Pay Audit underlines our commitment to monitoring our pay practices in order to reward fairly the skills, experience and potential of all staff and thereby to increase efficiency and enhance the MRC reputation.

We will continue to monitor pay data every year and seek on-going improvement as our equal pay recommendations are adopted and put into practice.

We will commit to carrying out our next full Equal Pay Audit in three years, using data at 1st April 2018. Notwithstanding this, we will also publish our data as required in 2017 under the Equality Act 2010.

Recommendations

These recommendations have been developed in partnership with the MRC Remuneration Committee, Management Board and National Trade Union Side. A separate strand of work will be started to look at their priority, implementation and timescales.

- 1) To work closely with those supporting Equalities and Diversity in relation to getting more females into senior roles e.g. unconscious bias training, flexible working arrangements, personal development plans, coaching;
- 2) To review in more depth:
 - a. those outliers who are over the maximum of Band 2;
 - b. the use of Job Evaluation for senior posts;
 - c. starting salaries on appointment
 - d. the use of Recruitment & Retention Allowances and Responsibility Allowances
- 3) To look in more depth at Special Awards including:
 - a. to consider setting a fixed amount for in-year SAS payments to eliminate any bias on grade
 - b. to review End of Year Awards, so that there is not such a range of bonus amounts in bands; (*to note that this has already been achieved, in 2016 awards there are now only 2 two set rates for each band (1 rate in band 6 and 7) instead of 3 rates*)
- 4) To strengthen guidance and monitor pay on promotion with the HR teams across the MRC to raise awareness of potential differences in pay promotion rates between males and females;

Appendix 1 – MRC payscales at 1st April 2015

	Point 1	Point 2	Point 3	Point 4	Point 5	Point 6	Point 7	Point 8	Point 9	Point 10	Point 11	Point 12	Point 13	Point 14	Point 15	Point 16	Point 17	Point 19
Band 1																		
S-zone									£87,576	£89,508	£91,440	£93,372	£95,303	£97,235	£99,167	£99,999		
B						£81,780	£83,712	£85,644	£87,576	£89,508	£91,440	£93,372	£95,303					
A	£72,122	£74,054	£75,985	£77,917	£79,849	£81,780												

Band 2																			
S-zone												£65,060	£66,507	£67,954	£69,401	£70,847	£72,294	£74,054	£75,985
B								£60,720	£62,167	£63,613	£65,060	£66,507	£67,954	£69,401	£70,847	£72,294			
A	£49,145	£50,591	£52,040	£53,486	£54,932	£56,379	£57,826	£59,273	£60,720										

Band 3																			
S-zone											£46,769	£47,851	£48,933	£50,016	£52,040	£53,486			
B							£43,520	£44,604	£45,686	£46,769	£47,851	£48,933	£50,016						
A	£37,024	£38,108	£39,191	£40,272	£41,356	£42,439	£43,520												

Band 4																			
S-zone											£35,405	£36,325	£37,244	£38,163	£39,191	£40,272			
B							£32,648	£33,567	£34,486	£35,405	£36,325	£37,244	£38,163						
A	£27,355	£28,007	£28,935	£29,863	£30,791	£31,719	£32,648												

Band 5																			
S-zone											£27,356	£27,987	£28,618	£29,248	£29,954	£30,791			
B							£25,463	£26,094	£26,724	£27,356	£27,987	£28,618	£29,248						
A	£21,733	£22,354	£22,976	£23,597	£24,219	£24,840	£25,463												

Band 6																			
S-zone											£20,783	£21,375	£21,967	£22,558	£23,150	£23,613	£24,844		
B							£19,600	£20,192	£20,783	£21,375	£21,967	£22,558	£23,150						
A	£16,838	£17,390	£18,083	£18,495	£19,047	£19,600													

Band 7																			
S-zone											£16,976	£17,409	£17,833	£19,047					
B					£16,119	£16,548	£16,976	£17,409	£17,833										
A			£15,170	£15,644	£16,119														