

MRC Gender Pay Gap Report
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OFFICIAL – MRC Gender Pay Gap Report 2017

Introduction

Gender Pay Gap legislation (developed by the Government Equalities Office) introduced in April 2017 requires all employers of 250 or more employees to publish their gender pay gap.

MRC

The Medical Research Council (MRC) is a publicly-funded organisation dedicated to improving human health. To achieve this, we support research across the biomedical spectrum, from fundamental lab-based science to clinical trials, and in all major disease areas.

The MRC is an independent, non-departmental public body of the Department for Business, Energy & Industrial Strategy (BEIS).

Our mission is to encourage and support research to improve human health, produce skilled researchers and advance and disseminate knowledge and technology to improve the quality of life and economic competitiveness of the UK.

We are committed to promoting equality and supporting the fair treatment and reward of all staff, irrespective of gender.

This Gender Pay Gap Report focuses only on relevant employees from the MRC as of 31 March 2017.

From 01 April 2018, the MRC (along with 8 other councils) will form UK Research and Innovation (UKRI).

MRC's Pay System

The MRC pay system covers a broad range of science, science support, technical and other professional roles.

The MRC operates a single pay system comprising of bands which vary according to the level of responsibility that staff have. Each band has a set pay range; some of these ranges overlap. Full details of our pay system are shared with staff to promote transparency, equality and understanding. There are 8 pay bands ranging from Band 7 (lowest salary range) to Senior Contract Pay (SCP).

The MRC operates a reward and recognition scheme based on performance, irrespective of gender or any other protected characteristic.

Since 2010, MRC has followed government pay constraints. Under the current government, pay remits for the Research Councils have continued to be constrained to average (consolidated) increases of up to 1%.

Annually, based on the Civil Service Pay Guidance provided by BEIS and negotiation with Trade Unions, the MRC proposes a pay remit. MRC recognises five trade unions who negotiate on behalf of all staff on terms and conditions of employment, including pay.

Methodology

The MRC Gender Pay Gap Report has been created following the [ACAS Guidance](#), developed with the Government Equalities Office (GEO). Reported below are the following:

- mean and median pay gaps for hourly earnings
- mean and median pay gap for bonus payments
- the proportion of males and females receiving a bonus payment
- the proportion of males and females in each pay quartile

Figures are expressed as a proportion of men’s earnings. A positive figure indicates a pay gap in favour of men, a negative figure indicates a pay gap in favour of women. Percentages are based on actual unrounded numbers and are expressed to one decimal place. Other figures are rounded to the nearest five.

The mean, commonly known as the average, is calculated when you add up the wages of all employees and divide the figure by the number of employees. The mean gender pay gap is the difference between mean male pay and mean female pay.

The median is the figure that falls in the middle of a range when everyone’s wages are lined up from smallest to largest. The median gap is the difference between the employee in the middle of the range of male wages and the middle employee in the range of female wages.

The median is a typically a more representative figure as the mean can be skewed by a handful of highly paid employees.

MRC’s Gender Pay Gap

Of MRC’s employees on 31 March 2017, 48.3% (803) are male and 51.7% (860) are female.

Senior roles within the organisation (Bands 2, 1 and Senior Contract Pay) were split 70/30 male to female. Women represented 18.2% of the MRC’s 11 management board members.

The Office for National Statistics (ONS) Annual Survey of Hours and Earnings (ASHE) 2017 reports that the mean gender pay gap in the UK stands at 17.4%. The median pay gap is 18.4%.

ASHE 2017 also reports that for the Public Sector the mean is 17.1% and the median 19.4%.

As of the 31 March 2017 the MRC’s mean gender pay gap, based on the hourly rate of pay, was 15.5% in favour of men, reducing to 5.5% when comparing median pay.

Table 1 – Mean and Median gender pay gap

Pay Gap	Difference in Pay (%)
Mean	15.5
Median	5.5

When the mean rate of hourly pay is compared by pay band, to compare pay for equal or similar work, there is significant variation. See Table 2 below.

Table 2 – Mean gender pay gap and headcount per pay band

Band	Difference in Pay (%)	Female Headcount	Male Headcount
7	7.7%	20	25
6	-1.3%	90	70
5	-1.6%	200	125
4	0.3%	290	255
3	0.7%	135	125
2	6.5%	45	75
1	-1.4%	10	40
Senior Contract	6.0%	5	15

*headcount figures rounded to the nearest five

**excluding 30 employees on various other pay bands (e.g Euro, NHS) where employee numbers are too small to compare fairly

Bonus Pay

Bonus pay looks at the bonus payments made during the period 01 April 2016 to 31 March 2017 to employees in post on 31 March 2017.

Although a higher proportion of women received bonuses (26.6% compared with 24.7% of men), the bonus pay gap was in favour of men.

The mean bonus pay gap was 14.7%.

The median bonus pay gap was 22.6%.

Bonuses in bands 1 to 7 are set amounts per band, depending on the level of the award (Excellent or Outstanding) and therefore based on an individual's pay band rather than actual salary. Staff receiving an annual salary of £100K or more have their bonus payments set by our Remuneration Committee (RemCom) and are based on a percentage of base salary.

The proportion of males in the RemCom group (71.0% as at 31 March 2017) has a significant impact on the mean bonus pay gap. When this group is excluded (both male and female) from the bonus pay gap calculations the mean bonus pay gap is -7.2% in favour of women. There is less of an impact on the median bonus pay gap which reduces slightly to 19.6%.

Pay by Quartiles

As per the guidelines, full pay relevant staff as at 31 March 2017 have been ordered by rate of hourly pay and then divided into 4 equal parts, otherwise known as quartiles. The numbers of males and females in each quartile are then compared.

The lower quartile, representing the lowest paid staff, contains the highest number of female employees whereas the upper quartile, representing the highest paid, contains the lowest number. The opposite is observed in male employees, with the upper quartile containing the highest number and the lower quartile containing the lowest number. The pay of female employees is more evenly split between quartiles, with 54.1% within the lower two quartiles compared to 45.6% of male employee pay.

Table 3 – Quartile Distribution of Employees by Rate of Hourly Pay

Quartile	Female Employees	Male Employees
Upper	159	247
Upper Middle	221	184
Lower Middle	218	187
Lower	230	175

Chart 1 - Quartile Distribution of Employees by Gender based on Rate of Hourly Pay

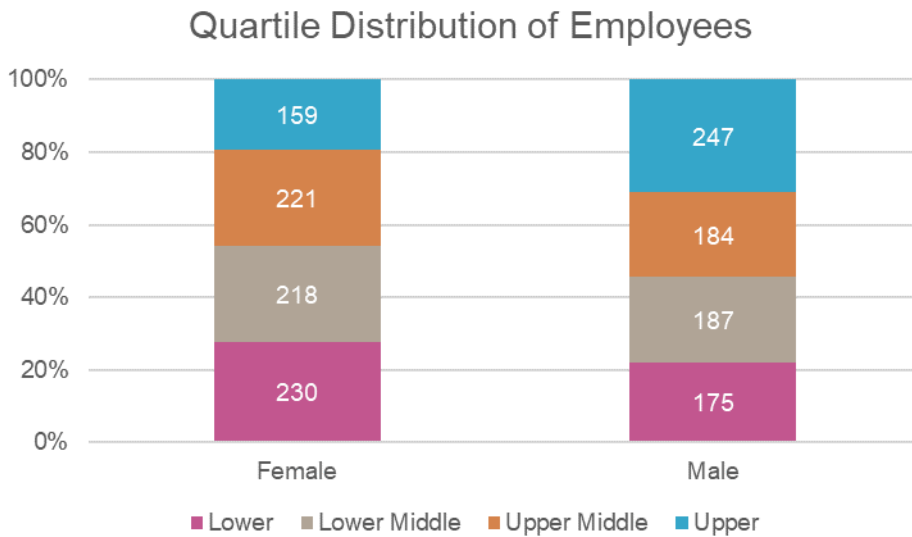
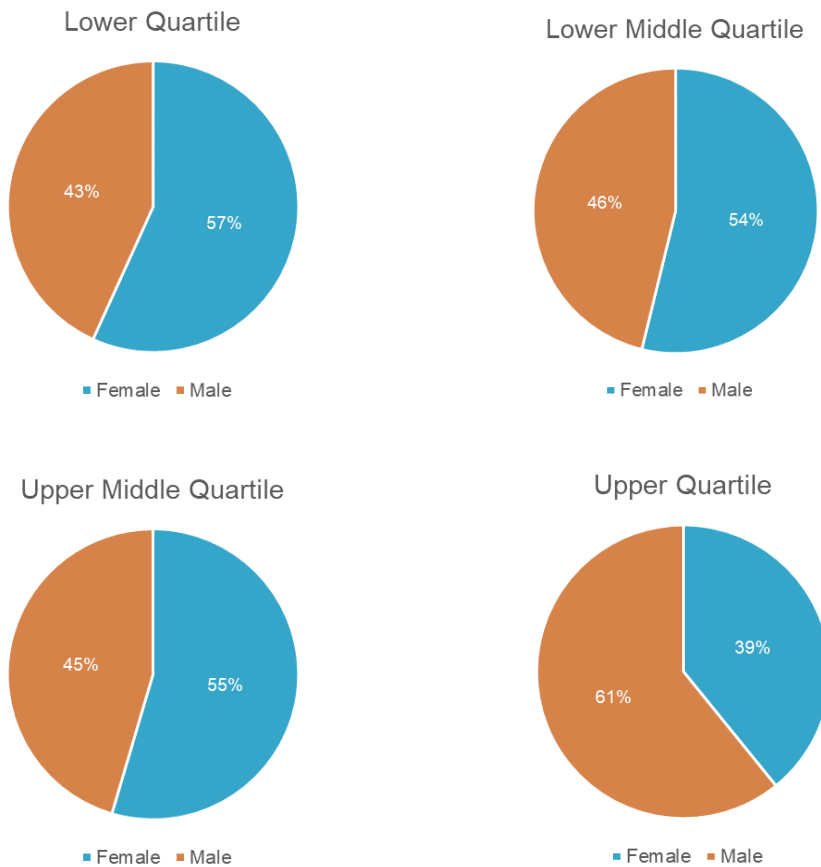


Chart 2 a) b) c) d) – Gender split per Quartile



Work on Eradicating the Gender Pay Gap

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 occupying senior roles within the organisation. This is similar to existing patterns in the wider UK workforce, where the percentage of women in managerial and senior roles is around a third (33%, ONS Women in the labour market 2013).

We are committed to examining our pay practices regularly to check their justification, eliminate bias and ensure fairness.

As a major funder and employer of medical researchers, we strive to remove barriers to entry to and progression in careers in medical research. Aim four of the MRC's current strategic plan Research Changes Lives 2014 - 2019 focuses on 'supporting scientists'. At any one time, the MRC supports about 5,000 people across a range of career stages via studentships, fellowships and grants, and through investments at universities, centres, institutes and units.

As part of RCUK we are committed to the Equality, Diversity and Inclusion action plan which asks, amongst other things, for fair gender representation on the boards and panels that decide on grant funding. We also provide training on Unconscious Bias to all our peer reviewers, including our external referee selectors.

MRC has changed practices that our community (employees and funded researchers) reported as barriers to their success and these may have an impact on gender balance and pay gaps in our sector. These include:

- Removal of all time-bound criteria for MRC Fellowships and New Investigator Awards
- Articulation of the skills required to gain MRC support, and an interactive framework to show the many career options available
- Guidance to our boards and panels on reviewing grant applications from researchers who are working flexibly or have had a career break
- Asking that employers of clinical academics do not impose a 'qualifying period' for all family-related and sickness benefits
- Supporting SUSTAIN, a mentoring and support programme for new female fellows, delivered by the Academy of Medical Sciences
- Supporting a number of Daphne Jackson Fellowships designed to facilitate researchers back into research after a career break

As an employer, MRC seeks to remove barriers to progression for all staff. Recognising mobility plays a strong part in a successful research career we:

- Have removed 'qualifying periods' for family related benefits (such as maternity, paternity and adoption pay)
- Offer emergency adult and child care sessions through the My Family Care service and additional support to travelling researchers
- Supported several MRC Units and Institutes to successfully gain [Athena Swan Charter](#) awards. These awards recognise advancement of gender equality

Declaration

These data have been calculated according to the requirements of the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

A handwritten signature in blue ink that reads "John Savill". The signature is written in a cursive style with a large initial 'J'.

Sir John Savill

Chief Executive, Medical Research Council

N.B From April 2018, the MRC will be part of UK Research and Innovation which will be responsible for future gender pay reporting