

Tamar Bridge and Torpoint Ferry Joint Committee (TBTF)

2018 Gender Pay Gap – Publication of Statutory Calculations

Please note that this document will be replaced with full analysis following an associated report to the June 2019 Joint Committee Meeting.

Background

- 2.1 Gender pay gap reporting requires employers with more than 250 employees to publish statutory calculations every year showing how large the pay gap is between their male and female employees. The method for calculating this information is published on the UK government website gov.uk. Whilst TBTF does not employ 250 employees a schedule in the regulations which stipulates which public bodies are subject to the reporting regulations and this includes: "A joint committee constituted in accordance with section 102(1)(b) of the Local Government Act 1972(29) for an area in England". Public reporting of TBTF's pay gap also reflects a transparent approach to governance.
- 2.2 TBTF employees are paid under the conditions of service contained in the National Joint Councils for Local Government Services (Green Book). In addition, some legacy terms from the previous "Purple Book" are applied, and also some locally agreed conditions where there is no specific provision in the Green Book and the previous Purple book. For example, call out arrangements and payments which are appropriate to a front line serviced have been locally agreed.
- 2.3 TBTF are required to report on the following:

Mean gender pay gap	The difference between the mean hourly rate of pay of male employees and that of female employees as a percentage.
Median gender pay gap	The difference between the median hourly rate of pay of male employees and that of female employees as a percentage.
Mean bonus gap	The difference between the mean bonus pay paid to male employees and that paid to female employees as a percentage.
Median bonus gap	The difference between the median bonus pay paid to male employees and that paid to female employees as a percentage.
Bonus proportions	The proportions of male and female relevant employees who were paid a bonus during the relevant period.
Quartile pay bands	The proportions of male and female employees in the lower, lower middle, upper middle and upper quartile pay bands.

Any gap favouring male employees appears as a positive figure, whilst any gap favouring females is reported as a negative.

- 2.4 The reported figures use the March 2018 payroll to calculate the gap whilst the quartile banding references hourly rates arising from national pay bands to be consistent with the methodology used elsewhere in local government.

Reported Figures for TBTF

- 2.5 The hourly rate at TBTF for these purposes includes allowances related to shift working including premiums for weekend work as is required by the Regulations.
- 2.6 The pay gap results arising from payroll data run on 31 March 2018 were as follows:

Mean gender pay gap	22.3% [Mean hourly rates: Male £13.15, Female £11.58]
Median gender pay gap	12.0% [Median hourly rates: Male £14.92, Female £11.63]
Mean bonus gap	0% [no bonuses paid]
Median bonus gap	0% [no bonuses paid]
Bonus proportions	0% [no bonuses paid]

- 2.7 The quartile banding arising from March 2018 payroll was as follows:

Numbers and Proportions of Male/Female in each Band						
Rate		Male	Female		Male	Female
£0	£10.93	17	10		63.0%	37.0%
£10.93	£12.42	17	9		65.4%	34.6%
£12.42	£15.40	24	2		92.3%	7.7%
£15.52		23	2		92.0%	8.0%

Comparison to the Constituent Authorities

- 2.9 The parent authorities of TBTF are Cornwall Council and Plymouth City Council. The authorities' latest submissions can be found at:

<https://gender-pay-gap.service.gov.uk/>