
HM REVENUE & CUSTOMS

**GENDER PAY GAP
2010**

Gender Pay Gap

When the Equality Act 2010 came into force, it contained a voluntary requirement under Section 78, for employers to release gender pay gap information. We have calculated the gender pay gap for HMRC by expressing women's pay as a percentage of men's pay. This shows the overall gender pay gap for HMRC is 22% in favour of men.

In common with most equal pay reviews, we have adopted a practical approach to calculating pay gap by expressing gender pay as a percentage of the comparator's pay.

The table below shows the median salary of women, calculated as a percentage of men's median salary. The percentage of the gender pay gap is 78%, which means women are paid 78% of the salary received by men.

Table 1: Overall Gender Pay Gap

Grades	Median Salary Women	Median Salary Men	Index (Men = 100%)
AA - G6	19,474	24,821	78%

This straight comparison of women's and men's pay in HMRC does not provide a meaningful comparison however, as it does not take into account the HMRC grade structure, the different ratio of women and men within that grade structure and the different national and London pay scales for each grade. When these elements are taken into account and like for like comparisons are made, then the gender pay gap, where it exists, is considerably less than 22%.

Gender pay gap by grade and pay scale area

We have produced two tables to make a more meaningful gender pay comparison by comparing the median gender pay by grade and London and national pay areas. As with the overall gender pay gap, we have shown women's pay as a percentage of men's pay. Where the percentage rate for women is less than 100%, men have the lead while over 100% means that women have the lead. To analyse the results, we have used the Equality and Human Rights Commission's definition of a significant pay gap, which is a gap of 5% or more, or patterns of differences of 3% to decide where further investigation and explanation is required.

Table 2 compares women's and men's London median pay. It shows there are no gender pay differences from Administrative Assistant to Senior Officer grades. Only at Grade 7 and Grade 6 are there differences. In both cases length of service is probably a factor because when this is taken into account, there are no significant differences between women's and men's salaries – see table 4.

Table 2: Median London salaries by grade and gender

Grade	Women	Men	Index (Men = 100%)
Admin Assistant	19,965	19,965	100%
Assistant Officer	23,892	23,892	100%
Officer	30,331	30,331	100%
Higher Officer	37,105	37,105	100%
Senior Officer	42,856	42,856	100%
Grade 7	54,921	56,407	97%
Grade 6	70,189	74,209	95%

Table 3 compares women's and men's national median pay. It shows there are small gender pay differences at Assistant Officer and Higher Officer grade. As with London there are also differences at Grade 7 and Grade 6 but once again length of service is probably a factor, because when this is taken into account there are no significant differences between women's and men's salaries – see table 4.

Table 3: Median National salaries by grade and gender

Grade	Women	Men	Index (Men = 100%)
Admin Assistant	15,727	15,727	100%
Assistant Officer	19,474	18,851	103%
Officer	26,227	26,227	100%
Higher Officer	32,303	32,622	99%
Senior Officer	39,643	39,643	100%
Grade 7	49,154	51,426	96%
Grade 6	63,220	66,657	95%

Length of service

Table 4 below shows the median women's salaries as a percentage of men's salaries after length of service at Grade 7 and Grade 6 has been taken into account. They show that once length of service has been taken into account women's and men's salaries do not differ significantly.

Table 4: Median salary comparison by length of service

Years of Service	Median women's salary as % of men's salary				Number of staff			
	G7 London	G7 National	G6 London	G6 National	G7 London	G7 National	G6 London	G6 National
0	100%	100%	100%	96%	55	146	48	40
1	100%	100%	99%	102%	147	218	61	89
2	100%	100%	99%	104%	91	179	49	70
3	101%	99%	97%	99%	63	138	30	57
4	100%	99%	98%	99%	83	144	48	47
5	100%	100%	101%	100%	54	111	28	37
6	100%	100%	101%	100%	54	85	41	56
7	100%	102%	99%	100%	62	96	37	51
8	100%	100%	100%	100%	33	84	46	42
9	100%	100%	100%	100%	26	47	29	30
10	100%	100%	100%	100%	141	376	109	143