

**FOI Release**  
***Information released under the Freedom of Information Act***

**Title:** Earnings of male and female employees.

**Date of release:** 31 August 2016

**Information request:**

Please provide figures for full-time equivalent annual basic salaries in response to the questions below:

Please disclose the mean earnings for male employees and the mean earnings for female employees for the most recent year for which you have figures and please state the dates to which it refers;

Please disclose the median earnings for male employees and the median earnings for female employees for the most recent year for which you have figures and please state the dates to which it refers;

Please disclose the number of male employees by quartile salary bands and the number of female employees by quartile salary bands.

If within the limits allowable under the FOIA, please also provide the respective figures for questions 1-3 for the preceding 12 month period, and state the end date.

**Information released:**

1. The mean earnings figure for male employees was £36,051 and the mean earnings figure for female employees was £29,366. These figures were produced from data on 1 August 2016.

2. The median earnings figure for male employees was £29,943 and the median earnings figure for female employees was £24,259. These figures were produced from data on 1 August 2016.

3. Figures produced from data on 1 August 2016 show that:

- The number of male employees in quartile 1 was 108, and the number of female employees in quartile 1 was 182;
- The number of male employees in quartile 2 was 155, and the number of female employees in quartile 2 was 131;
- The number of male employees in quartile 3 was 195, and the number of female employees in quartile 3 was 109;
- The number of male employees in quartile 4 was 188, and the number of female employees was 73.

4. Below is the data for questions 1-3 with an effective date of 1 August 2015.

<i>1 August 2015</i>	<i>Male</i>	<i>Female</i>
Mean	£35,963	£29,351
Median	£29,943	£24,259
Number of employees in quartile 1	106	183
Number of employees in quartile 2	158	142
Number of employees in quartile 3	165	81
Number of employees in quartile 4	192	79

Gaps in base pay levels below the Senior Civil Service (SCS), as per our latest published gender pay gap report, [<https://www.gov.uk/government/organisations/intellectual-property-office/about/equality-and-diversity#gender-pay-gap-at-the-ipo>], when broken down by grade are less than 4% for all grades. Equality and Human Rights Commission guidelines state that differences greater than 5% should be investigated.

Across all of the SCS in IPO, the gaps in base pay levels is less than 4%.

Please be aware that the data you have requested is not broken down by grade or location which would partly explain some of these differences.