



Nuclear Decommissioning Authority

Group Gender Pay Gap Report 2019

Document published March 2020

Introduction

The creation of 'One NDA' is transforming how we manage our businesses, bringing the NDA group together to find more effective and efficient approaches to nuclear clean-up and decommissioning.

That transformation includes making the NDA a great place to work and creating more inclusive work environments. Our Equality, Diversity and Inclusion Strategy, launched in 2018, sets out our commitment to enabling everyone to prosper, regardless of gender, ethnicity or other personal characteristic. This work includes a specific focus on addressing the gender pay gap.

The 2018/19 NDA group gender pay gap average is 13.3% mean and 12.7% median - which is a small increase compared with 13.1% and 11.2% in 2017/18.

There is some encouraging news which shouldn't be overlooked. We have made positive progress in developing a more progressive flexible working culture, which is understood to be a strong driver for recruiting women and supporting them in progressing their careers. A recent

diversity and inclusion survey found that employees across the NDA group agreed that they were supported in alternative working arrangements. We have also seen some positive results from running diverse recruitment campaigns for senior level appointments across the group.

I was delighted to be invited to be the new Patron of Women in Nuclear UK earlier this year, and I intend to fulfill that role raising the profile of women in our industry.

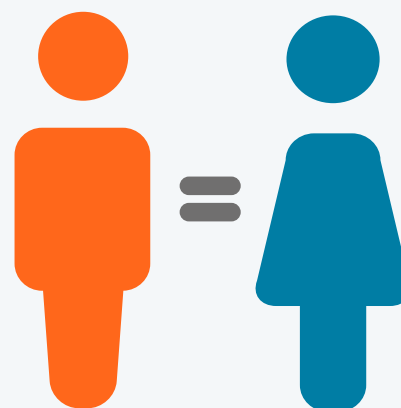
There's still a long way to go, but the picture is changing. Ensuring that we are an employer of choice for women and removing barriers to progression will remain an important area of focus for us.

David Peattie,
NDA Chief Executive

What is the Gender Pay Gap?

This report deals with the Gender Pay Gap for the NDA group. This is displayed as the difference between the hourly rate of pay of male employees and female employees, which is expressed as a percentage of the hourly rate of the male employees.

The gender pay gap is reported on both a mean (average) and median (mid-point on a distribution) basis. The gender pay gap is not the same as equal pay, which is about paying the same to men and women who are doing like work, work of equal value or work rated as equivalent.



The NDA and its businesses

This report includes the data for the NDA and its seven business units: Nuclear Decommissioning Authority (Corporate Centre), Sellafield Limited, Magnox Limited, Dounreay Site Restoration Limited, Low Level Waste Repository Limited, International Nuclear Services Limited, Direct Rail Services Limited, Radioactive Waste Management Limited.

The Nuclear Decommissioning Authority

The NDA is a non-departmental public body sponsored by the Department for Business, Energy and Industrial Strategy.

The NDA sets the strategy for 17 of the UK's civil nuclear sites, employing over 15,600 people, and provides performance assurance across the estate, ensuring value is delivered for the taxpayer.

The NDA has 5 offices across the UK and is accountable for annual expenditure of approximately £3 billion.

NDA gender pay gap

The gender pay gap for the NDA is a

mean gap of
43.2%

and a median gap of
42.4%

Number of employees:
248

% Male employees
52%

% Female employees
48%

NDA gender bonus gap

The gender bonus gap for the NDA is a
mean gap of 55.8%
and a median gap of **61.8%**

Pay by quartiles

Women make up **92%** of the lower quartile of the NDA pay and **23%** of the upper quartile

The proportions of male and female NDA employees in each pay quartile:

Proportion of men and women in
lower quartile pay band:

Male 8% Female 92%

Proportion of men and women in
lower middle quartile pay band:

Male 46% Female 54%

Proportion of men and women in
upper middle quartile pay band:

Male 79% Female 21%

Proportion of men and women in
upper quartile pay band:

Male 77% Female 23%

Sellafield Ltd

Sellafield Ltd is responsible for the safe and secure operation and clean-up of the Sellafield nuclear site in west Cumbria – Europe’s largest and most complex nuclear site.

Sellafield occupies a 265-hectare nuclear licensed site. Its diverse portfolio covers almost every aspect of the UK’s nuclear industry: decommissioning, spent fuel management, nuclear waste management and work to complete reprocessing operations.

Sellafield is the custodian of the majority of the UK’s stockpile of plutonium, which is held in safe and secure storage on the site. Consolidation of materials at Sellafield is an ongoing activity and will continue to be part of the site’s mission.

Sellafield is the only site that is safely managing all three forms of nuclear waste: high, intermediate and low.

Sellafield Ltd is licensed under the Nuclear Installations Act 1965 and is the holder of the Nuclear Site Licence for the Sellafield site (incorporating the former Windscale site).

Sellafield Gender Pay Gap

The gender pay gap for Sellafield Ltd

is a mean gap of
13.3%

and a median gap of
11.5%

Number of employees
10,935

% Male employees
74%

% Female employees
26%

Sellafield Gender Bonus Gap

The gender bonus gap for Sellafield Ltd is a
mean bonus gap of 16.5%
and a median bonus gap of 0%

Pay by quartiles

Women make up **46%** of the lower quartile of the Sellafield Ltd pay and **15%** of the upper quartile.

The proportions of male and female Sellafield Ltd employees in each pay quartile:

Proportion of men and women in lower quartile pay band:

Male 54% Female 46%

Proportion of men and women in lower middle quartile pay band:

Male 74% Female 26%

Proportion of men and women in upper middle quartile pay band:

Male 82% Female 18%

Proportion of men and women in upper quartile pay band:

Male 85% Female 15%

Magnox Ltd

Magnox Ltd is responsible for decommissioning 10 of the UK's earliest nuclear power stations and two historical research facilities, as well as generating electricity at the Maentwrog hydro-electric plant.

Decommissioning work is under way at Berkeley, Bradwell, Chapelcross, Dungeness A, Harwell, Hinkley Point A, Hunterston A, Oldbury, Sizewell A, Trawsfynydd, Winfrith and Wylfa.

The work is as diverse as it is challenging, ranging from decommissioning of structures and land remediation, to management of spent nuclear fuel, radioactive waste and other hazardous materials, including asbestos, and the introduction of innovative techniques to deliver the NDA's mission safer and faster while providing value for the UK taxpayer.

Magnox Ltd gender pay gap

The gender pay gap for Magnox Ltd

is a mean gap of
9.3%

and a median gap of
10.6%

Number of employees
2,296

% Male employees
75%

% Female employees
25%

Magnox Ltd gender bonus gap

The gender bonus gap for Magnox Ltd is a
mean bonus gap of 3.2%
and a **median bonus gap of 1.5%**

Pay by quartiles

Women make up **31%** of the lower quartile of the Magnox Ltd pay and **16%** of the upper quartile.

The proportions of male and female Magnox Ltd employees in each pay quartile:

Proportion of men and women in lower quartile pay band:

Male 69% Female 31%

Proportion of men and women in lower middle quartile pay band:

Male 78% Female 22%

Proportion of men and women in upper middle quartile pay band:

Male 75% Female 25%

Proportion of men and women in upper quartile pay band:

Male 84% Female 16%

Dounreay Site Restoration Ltd (DSRL)

Dounreay Site Restoration Ltd is responsible for the safe and secure clean-up and demolition of the Dounreay site - Britain's former centre of fast reactor research and development in the north of Scotland - and the Low Level Waste (LLW) disposal facility next to the licensed site.

Work at the site includes decommissioning and demolishing redundant facilities, segregating and packaging the radioactive and non-radioactive wastes for long-term storage or disposal, removing nuclear fuels.

DSRL is a wholly-owned subsidiary of the Cavendish Dounreay Partnership, a consortium of Cavendish Nuclear, Jacobs and AECOM.

DSRL gender pay gap

The gender pay gap for DSRL is a

mean gap of 9.4%

and a median gap of 9.2%

Number of employees 1,176

% Male employees 70%

% Female employees 30%

DSRL gender bonus gap

The gender bonus gap for DSRL is a **mean bonus gap of 15.3%** and a **median bonus gap of 8.4%**

Pay by quartiles

Women make up **36%** of the lower quartile of the DSRL pay and **21%** of the upper quartile.

The proportions of male and female DSRL employees in each pay quartile:

Proportion of men and women in lower quartile pay band:

Male 64% Female 36%

Proportion of men and women in lower middle quartile pay band:

Male 65% Female 35%

Proportion of men and women in upper middle quartile pay band:

Male 72% Female 28%

Proportion of men and women in upper quartile pay band:

Male 79% Female 21%

Low Level Waste Repository Limited (LLWR)

Low Level Waste Repository Ltd manages the Low Level Waste Repository in west Cumbria which provides safe and cost effective disposal of lower activity material on behalf of the UK.

LLWR is responsible for both the operation of the LLW site, and the delivery of the National Low Level Waste Programme, on behalf of the NDA.

LLWR Ltd is owned by the international consortium UK Nuclear Waste Management, a consortium made up of AECOM, Studsvik UK, Areva, who were awarded the contract to manage the site on behalf of the NDA.

LLWR gender pay gap

The gender pay gap for LLWR is a

mean gap of 14.2%

and a median gap of 10.5%

Number of employees 248

% Male employees 52%

% Female employees 48%

LLWR gender bonus gap

The gender bonus gap for LLWR is a **mean bonus gap of 16.3%** and a **median bonus gap of 30.7%**

Pay by quartiles

Women make up **52%** of the lower quartile of the LLWR pay and **26%** of the upper quartile.

The proportions of male and female LLWR employees in each pay quartile

Proportion of men and women in lower quartile pay band:

Male 48% Female 52%

Proportion of men and women in lower middle quartile pay band:

Male 31% Female 69%

Proportion of men and women in upper middle quartile pay band:

Male 56.5% Female 43.5%

Proportion of men and women in upper quartile pay band:

Male 74% Female 26%

Direct Rail Services Limited (DRS)

Direct Rail Services is a wholly owned subsidiary of the NDA, and provides rail transport services in support of the NDA mission. DRS has industry-leading expertise in the movement of spent nuclear fuel, decommissioning waste, and in providing support for nuclear construction.

DRS continues to provide a co-ordinated service to the nuclear estate and looks to be the world leader in safe, secure and reliable nuclear rail logistics - harnessing a culture of innovation, pride, respect and environmental awareness while providing value for money to the UK taxpayer.

DRS is a profitable business that employs more than 480 staff, and has achieved sustained growth, with current turnover levels running at around £80 million a year.

DRS gender pay gap

The gender pay gap for DRS is a

mean gap of
21%

and a median gap of
40%

Number of employees
451

% Male employees
82%

% Female employees
18%

DRS gender bonus gap

The gender bonus gap for DRS is a
mean bonus gap of -20%
and a median bonus gap of 22%

Pay by quartiles

Women make up **40%** of the lower quartile of the DRS pay and **7%** of the upper quartile.

The proportions of male and female DRS employees in each pay quartile

Proportion of men and women in lower quartile pay band:

Male 60% **Female 40%**

Proportion of men and women in lower middle quartile pay band:

Male 83% **Female 17%**

Proportion of men and women in upper middle quartile pay band:

Male 94% **Female 6%**

Proportion of men and women in upper quartile pay band:

Male 93% **Female 7%**

International Nuclear Services Limited (INS)

International Nuclear Services Ltd provides specialist nuclear transport, design and licensing services in support of the NDA mission, and supplies such services for other customers nuclear fuel, decommissioning waste, and in providing support for nuclear construction.

Its subsidiary, Pacific Nuclear Transport Ltd (PNTL), is the world's most experienced nuclear shipping company and has delivered safe and secure transport solutions for over 40 years.

A big part of INS's work involves the transportation of MOX and spent fuel, irradiated materials, special nuclear materials and the return of vitrified wastes to their country of origin.

INS offers a high-security Category 1 nuclear shipping capability and, therefore, plays a unique role supporting UK and global security goals, and making the world a safer place.

INS will continue to provide transport services to existing international customers while developing opportunities for new commercial business, both internationally and in support of UK decommissioning.

INS is a wholly owned subsidiary of NDA employing 124 people across locations in the UK, France and Japan.

INS gender pay gap

The gender pay gap for INS is a

mean gap of
26.5%

and a median gap of
30.8%

Number of employees
124

% Male employees
61%

% Female employees
39%

INS gender bonus gap

The gender bonus gap for INS is a
mean bonus gap of 44%
and a median bonus gap of 50%

Pay by quartiles

Women make up **87%** of the lower quartile of the INS pay and **16%** of the upper quartile.

The proportions of male and female INS employees in each pay quartile

Proportion of men and women in
lower quartile pay band:

Male 13% Female 87%

Proportion of men and women in
lower middle quartile pay band:

Male 71% Female 29%

Proportion of men and women in
upper middle quartile pay band:

Male 77% Female 23%

Proportion of men and women in
upper quartile pay band:

Male 84% Female 16%

Radioactive Waste Management (RWM)

RWM is responsible for providing radioactive waste management solutions and implementing government policy on disposal of higher activity waste through the siting, construction and operation of a UK Geological Disposal Facility.

Geological disposal is recognised around the world as the safest long-term solution for managing higher activity radioactive waste. Delivering geological disposal is a nationally significant infrastructure project designed to manage radioactive waste effectively to protect people and the environment for generations to come.

RWM employs around 160 scientists, researchers, engineers, project managers, communications and engagement specialists and staff from a variety of support functions. As the GDF project progresses, RWM will grow and continue to evolve as an organisation.

RWM gender pay gap

The gender pay gap for RWM is a

mean gap of
18.3%

and a median gap of
16.1%

Number of employees
138

% Male employees
68%

% female employees
32%

RWM gender bonus gap

The gender bonus gap for RWM is a
mean bonus gap of 18.7%
and a median bonus gap of 21.9%

Pay by quartiles

Women make up **53%** of the lower quartile of the RWM pay and **21%** of the upper quartile.

The proportions of male and female RWM employees in each pay quartile.

Proportion of men and women in lower quartile pay band:

Male 47% Female 53%

Proportion of men and women in lower middle quartile pay band:

Male 68% Female 32%

Proportion of men and women in upper middle quartile pay band:

Male 71% Female 29%

Proportion of men and women in upper quartile pay band:

Male 79% Female 21%