

Oldham Care and Support: Gender Pay Gap Report 2018

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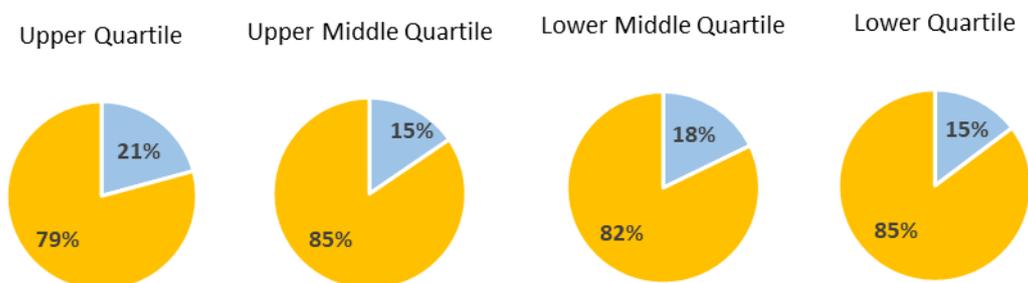
As an organisation with over 250 employees we are required to publish an annual report showing the pay gap between our male and female employees. The gender pay gap measures the difference between the average earnings of male and female employees, at a snapshot date, irrespective of their role or seniority.

Below are the six metrics we are required to publish, based on who we employed on 31st March 2018. Oldham Care and Support do not pay bonuses.

Mandatory Data (6 metrics)

Mean and Median Gender Pay Gap – Difference in hourly rate	
The hourly rate for women is:	
1. Mean 2.37% lower than men's	2. Median 10.09% lower than men's
Mean and Median Bonus Pay Gap – Not applicable to MioCare Group	
Women's bonus pay is:-	
3. Mean 0% Lower than men's	4. Median 0% Lower than men's
5. Proportion of men and women who receive bonus – Not applicable to MioCare Group	

6. The proportion of men and women according to quartile pay bands



Additional Detail and Analysis

On the snapshot date the gender split in Oldham Care and Support (OCS) was 83% female to 17% male, and we are pleased to see that this is closely replicated across the quartile pay band data.

A predominately female workforce is reflective of the care industry, where 82% of workers are female (Skills for Care, 2016).

At the time of publication 16 of the 20 management positions within OCS are occupied by females, including the two most senior management roles.

Where an employee holds a casual contract alongside their substantive employment they have been counted twice to account for their different employments. This does result in an element of double counting however this is consistent with the approach taken by all GM local authorities.

Our approach to pay

- The pay for each role within OCS is determined by a job evaluation process, where a common set of criteria is used to give the job a score (criteria such as the level of qualification needed, and whether the role is responsible for people or budgets).
- This score results in a pay grade. Within each pay grade there are a number of steps, known as increments and staff progress by one increment each year until they reach the top of the grade due to their length of service.
- In addition to increments staff receive nationally negotiated cost of living rises (annual pay awards which track the national negotiations within the NJC Green Book), which are traditionally applied every April.

After comparing the data for each pay grade, the gender pay gap at OCS can be explained by our male employees having, on average, a longer length of service than females, and therefore being higher up in the grade.

Our commitment to equality and diversity

All our recruitment and internal progression decisions are based on an individual's skills, abilities, and performance and how these relate to the requirements of OCS.

We are committed to providing equal employment opportunities for all employees and job applicants and our policies and procedures are regularly reviewed to ensure they reflect our approach.

I confirm that the published information in relation to the gender pay gap is accurate.

Karl Dean

Managing Director MioCare Group