

## London Fire Brigade Gender pay gap reporting: March 2016 data

### About the audit

The Mayor's manifesto contained a commitment to publish a gender pay gap for the Greater London Authority (GLA) and its functional bodies, with a requirement that work is undertaken to narrow any gaps. The Mayor sees this as necessary in order to address any inequalities so that male and female employees receive the same pay for the same work.

On the calculations for gender pay gap reporting the [Mandatory Gender Pay Gap Reporting - Public Sector Employers Government Consultation](#) recommends that relevant public authorities will need to publish their overall mean and median gender pay gaps in line with the requirements which are being introduced for private and voluntary sector employers.

The data below represents the gender pay gap data for London Fire Brigade (LFB) as at the end of March 2016. The data has been broken down by both full-time and part-time staff and by the different occupational groups. LFB has three main occupational groups with distinct terms and conditions as follows:

- a) Operational: These are firefighters and operational managers. They make up 84% of the workforce. Their terms and conditions are negotiated nationally, and salaries are determined in accordance with role, with no reference to gender or any other personal characteristic.  
  
(It should be noted that women are significantly under-represented in the operational workforce, comprising only 6.9% of this occupational group. LFB is committed to greatly increasing the number and percentage of women firefighters, and this forms an important part of LFB's Inclusion Strategy adopted in June 2016. LFB is reviewing its advertising and marketing strategy with the aim of attracting more women in future firefighter recruitment campaigns, and this will be assisted by the recent appointment of our first woman Fire Commissioner. In 2017 we will be developing firefighter apprenticeship programmes, and these will also be an opportunity to increase the diversity of our operational workforce.)
- b) FRS (Fire and Rescue staff): These are non-uniformed support staff. They make up 14% of the workforce. Their terms and conditions are negotiated locally, and salaries are determined through a job evaluation system (Gauge), with no reference to gender or any other personal characteristic.
- c) Control: These are 999 call handlers and their managers. They make up 2% of the workforce. Their terms and conditions are negotiated locally, and salaries are determined in accordance with role, with no reference to gender or any other personal characteristic.

We are therefore confident that LFB is paying the same salary to roles of equal value for all our staff.

The data shows that overall, for median hourly pay, there is no gender pay gap within the 'All Staff' group. 69% of staff in the operational group, and over 50% of all staff, are in the firefighter role, and so firefighter pay is the median hourly pay both for men and women across all staff as well as for operational staff. Similarly there is no gender pay gap amongst Control staff as Control Officers are 77% of this group, making it the median hourly pay for both men and women in this group. There is a gender gap of 7.74% for full time FRS staff and 0.22% for part time FRS staff for median hourly rates.

Using mean hourly pay, there is a small gender pay gap for full-time staff in each of the three occupational groups taken separately, and a negative gender pay gap for part-time staff. However for the 'All staff' group, for both full-time and part-time staff, there is a negative gender pay gap. The reason for this is that mean hourly pay is lowest in the operational group which is predominantly male, and therefore for full- and part-time staff overall, mean female hourly pay is higher than mean male hourly pay.

### Overall Gender Pay Gap Summary

ALL STAFF	Median Hourly Pay Rate (Full Time)	Median Hourly Pay Rate (Part Time)	Mean Hourly Pay Rate (Full Time)	Mean Hourly Pay Rate (Part Time)
Female	£16.60	£18.50	£18.80	£20.06
Male	£16.17	£17.74	£17.43	£18.41
Pay Gap	-2.67%	-4.30%	-7.87%	-8.96%

### By occupational group

Operational	Median Hourly Pay Rate (Full Time)	Median Hourly Pay Rate (Part Time)	Mean Hourly Pay Rate (Full Time)	Mean Hourly Pay Rate (Part Time)
Female	£16.17	£17.87	£16.83	£17.67
Male	£16.17	£16.54	£17.02	£17.29
Pay Gap	0%	-8.04%	1.16%	-2.15%

FRS	Median Hourly Pay Rate (Full Time)	Median Hourly Pay Rate (Part Time)	Mean Hourly Pay Rate (Full Time)	Mean Hourly Pay Rate (Part Time)
Female	£19.42	£18.52	£20.77	£20.81
Male	£21.05	£18.56	£21.85	£19.53
Pay Gap	7.74%	0.22%	4.96%	-6.56%

Control	Median Hourly Pay Rate (Full Time)	Median Hourly Pay Rate (Part Time)	Mean Hourly Pay Rate (Full Time)	Mean Hourly Pay Rate (Part Time)
Female	£18.94	£18.94	£19.42	£19.65
Male	£18.94	£18.94	£19.93	No male P/T staff
Pay Gap	0.00%	0.00%	2.54%	N/A

### Quartile Summary

The quartile data has been calculated in accordance with the methodology as set out in the Mandatory Gender Pay Gap Reporting – Public Sector Employers Government Consultation document. It recommends that *“Employers will need to calculate their quartile data by dividing the workforce into four equal sized groups. These four groups will be separated according to the hourly pay rate, starting from lowest paid to the highest paid. This approach has been adopted in preference to calculating quartiles by dividing the overall pay distribution into four equal proportions. Splitting the data in equal groups by salary range could result in very small groups e.g. an entire quartile based on the Chief Executive’s salary.”*

For mean hourly pay it can be that for the ‘All Staff’ group there is a negative or zero gender pay gap in all quartiles. There is a small pay gap of 0.34% in Quartile 1 for operational staff, and small pay gaps in three of the four quartiles for the FRS staff group. The largest gender pay gap can be seen for Control Staff in Quartile 4.

### Mean hourly pay

Mean Hourly Pay					
ALL STAFF	Female		Male		Pay Gap
	Hourly Rate	No	Hourly Rate	No	
Quartile 1	£15.87	253	£15.50	1173	-2.42%
Quartile 2	£16.17	62	£16.17	1365	0.00%
Quartile 3	£18.51	93	£16.78	1333	-10.28%
Quartile 4	£24.94	355	£21.32	1071	-16.98%

**By occupational group**

Mean Hourly Pay					
Operational	Female		Male		Pay Gap
	Hourly Rate	No	Hourly Rate	No	
Quartile 1	£15.42	144	£15.48	1061	0.34%
Quartile 2	£16.17	53	£16.17	1152	0.00%
Quartile 3	£16.49	70	£16.35	1135	-0.85%
Quartile 4	£21.20	63	£20.01	1142	-5.92%

Mean Hourly Pay					
FRS	Female		Male		Pay Gap
	Hourly Rate	No	Hourly Rate	No	
Quartile 1	£14.81	95	£14.87	100	0.38%
Quartile 2	£18.30	97	£18.51	99	1.11%
Quartile 3	£21.61	80	£21.57	115	-0.17%
Quartile 4	£29.89	82	£30.49	114	1.96%

Mean Hourly Pay					
Control	Female		Male		Pay Gap
	Hourly Rate	No	Hourly Rate	No	
Quartile 1	£15.87	16	£15.64	10	-1.49%
Quartile 2	£18.93	22	£18.94	3	0.06%
Quartile 3	£19.76	23	£19.73	3	-0.14%
Quartile 4	£23.13	18	£25.73	8	10.12%

## Median hourly pay

The median hourly pay data shows a negative or zero gender pay gap across the organisation and within the Operational staff group. There is a small pay gap of 0.22% in Quartile 4 for FRS staff and a larger pay gap of 5.61% in Quartile 4 for Control staff.

Median Hourly Pay					
All Staff	Female		Male		Pay Gap
	Hourly Rate	No	Hourly Rate	No	
Quartile 1	£15.76	253	£15.76	1173	0.00%
Quartile 2	£16.17	62	£16.17	1365	0.00%
Quartile 3	£16.60	93	£16.17	1333	-2.66%
Quartile 4	£21.05	355	£20.25	1071	-3.95%

## By occupational group

Median Hourly Pay					
Operational	Female		Male		Pay Gap
	Hourly Rate	No	Hourly Rate	No	
Quartile 1	£15.76	144	£15.76	1061	0.00%
Quartile 2	£16.17	53	£16.17	1152	0.00%
Quartile 3	£16.17	70	£16.17	1135	0.00%
Quartile 4	£18.36	63	£18.36	1142	0.00%

Median Hourly Pay					
FRS	Female		Male		Pay Gap
	Hourly Rate	No	Hourly Rate	No	
Quartile 1	£15.36	95	£15.36	100	0.00%
Quartile 2	£18.48	97	£18.48	99	0.00%
Quartile 3	£21.09	80	£21.05	115	-0.19%
Quartile 4	£27.63	82	£27.69	114	0.22%

Median Hourly Pay					
Control Staff	Female		Male		Pay Gap
	Hourly Rate	No	Hourly Rate	No	
Quartile 1	£15.24	16	£15.23	10	-0.07%
Quartile 2	£18.94	22	£18.94	3	0.00%
Quartile 3	£18.94	23	£18.94	3	0.00%
Quartile 4	£22.05	18	£23.36	8	5.61%

### Grade Summary

Gender pay is analysed below in relation to the LFB grading structure. This level of analysis can provide a more in depth look at the distribution of pay across the organisation. This level of examination can highlight issues which may be masked by the higher level analysis arising from the overall and quartile data.

### Mean hourly pay

Operational staff	Mean Hourly Pay				
	Female		Male		Pay Gap
	Hourly Rate	No	Hourly Rate	No	
Commissioner	-		£45.66	1	N/A
Director (Op)	£65.75	1	£71.09	1	7.51%
Asst Commissioner	-		£52.56	5	N/A
Deputy Asst Comm	£36.44	2	£37.45	10	2.69%
Group Manager	£27.71	3	£28.66	59	3.33%
Station Manager	£24.49	12	£24.29	141	-0.79%
Watch Manager B	£18.66	10	£19.59	254	4.71%
Watch Manager A	£17.92	22	£18.10	326	0.96%
Crew Manager	£17.17	34	£17.41	574	1.35%
Firefighter	£15.85	244	£15.96	3108	0.70%
Trainee Firefighter	£10.32	2	£10.68	11	3.41%
All Operational Staff	£16.87	330	£17.03	4490	0.92%

FRS Staff	Mean Hourly Pay				
	Female		Male		Pay Gap
	Hourly Rate	No	Hourly Rate	No	
Director	£86.63	1	-		N/A
TMG 2	£54.17	1	£60.67	3	10.71%
TMG 3	£47.75	1	£47.75	5	0.00%
TMG 4	£41.11	4	£42.82	7	3.99%
All TMG	£44.40	6	£48.03	15	7.56%
FRS G	£33.86	12	£35.75	14	5.27%
FRS F	£28.03	42	£27.88	50	-0.56%
FRS D/E/F	£25.53	2	£23.40	4	-9.10%
FRS E	£22.72	57	£23.11	63	1.68%
FRS D	£20.25	43	£20.44	40	0.90%
FRS C/D	£19.79	30	£20.65	78	4.16%
FRS C	£17.70	80	£18.05	48	1.92%
FRS B/C	£16.50	2	£17.62	27	6.36%
FRS B	£14.86	76	£15.07	89	1.39%
BAA	£9.41	3	-		N/A
All FRS Staff	£20.77	354	£21.67	428	4.14%

Control Staff	Mean Hourly Pay				
	Female		Male		Pay Gap
	Hourly Rate	No	Hourly Rate	No	
Principal Ops Mgr			£38.99	1	N/A
Senior Ops Mgr	£30.68	1	£29.38	1	-4.42%
Operations Mgr	£24.41	4	£24.51	2	0.40%
Asst Operations Mgr	£21.85	14	£22.11	4	1.18%
Control Room Officer	£18.38	60	£17.03	16	-7.94%
All Control Staff	£19.46	79	£19.93	24	2.37%

All staff	Mean Hourly Pay				
	Female		Male		Pay Gap
	Hourly Rate	No	Hourly Rate	No	
All Staff	£18.95	763	£17.44	4942	-8.66%

### Median hourly pay

Operational staff	Median Hourly Pay				
	Female		Male		Pay Gap
	Hourly Rate	No	Hourly Rate	No	
Commissioner	-		£45.66	1	N/A
Director (Op)	£65.75	1	£71.09	1	7.51%
Asst Commissioner	-		£51.37	5	N/A
Deputy Asst Comm	£36.44	2	£37.71	10	3.37%
Group Manager	£26.71	3	£29.32	59	8.90%
Station Manager	£24.60	12	£25.72	141	4.35%
Watch Manager B	£18.67	10	£19.62	254	4.84%
Watch Manager A	£17.99	22	£18.36	326	2.02%
Crew Manager	£17.21	34	£17.62	574	2.33%
Firefighter	£16.06	244	£16.17	3108	0.68%
Trainee Firefighter	£10.31	2	£10.31	11	0.00%
All Operational Staff	£16.17	330	£16.17	4490	0.00%

FRS Staff	Median Hourly Pay				
	Female		Male		Pay Gap
	Hourly Rate	No	Hourly Rate	No	
Director	£86.63	1	-		N/A
TMG 2	£54.17	1	£60.72	3	10.79%
TMG 3	£47.75	1	£49.12	5	2.79%
TMG 4	£41.55	4	£43.84	7	5.22%
All TMG	£42.34	6	£44.89	15	5.68%
FRS G	£33.78	12	£35.14	14	3.86%
FRS F	£28.53	42	£28.15	50	-1.35%
FRS D/E/F	£25.53	2	£23.63	4	-8.04%
FRS E	£23.18	57	£23.63	63	1.90%
FRS D	£21.05	43	£21.05	40	0.00%
FRS C/D	£20.92	30	£21.05	78	0.62%
FRS C	£18.19	80	£18.48	48	1.60%
FRS B/C	£16.50	2	£18.48	27	10.74%
FRS B	£15.36	76	£15.36	89	0.00%
BAA	£9.41	3	-		N/A
All FRS Staff	£19.42	354	£21.05	428	7.74%

Control Staff	Median Hourly Pay				
	Female		Male		Pay Gap
	Hourly Rate	No	Hourly Rate	No	
Principal Ops Mgr			£38.99	1	N/A
Senior Ops Mgr	£30.68	1	£29.38	1	-4.42%
Operations Mgr	£24.51	4	£24.51	2	0.00%
Asst Operations Mgr	£22.01	14	£22.13	4	0.54%
Control Room Officer	£18.94	60	£18.01	16	-5.19%
All Control Staff	£18.94	79	£18.94	24	0.00%

All staff	Median Hourly Pay				
	Female		Male		Pay Gap
	Hourly Rate	No	Hourly Rate	No	
All Staff	£17.25	763	£16.17	4942	-6.68%

### £10,000 Salary bands Summary

In addition, the tables below show the distribution of salaries across female and male staff in £10k increments up to £100k with those earning in excess of £100k in one group. This mirrors information published in the Mayor's Annual Report. These tables contain information as at 31 March 2016.

As reflected in the tables below, the majority of staff are in the £30,001-£40,000 pay band. This reflects the fact that 93% of the operational workforce are male and also as this is where the salary of a 'competent' firefighter sits.

All Staff by salary			
Salary	Female	Male	Total
<=£20,000	3	0	3
£20,001 to £30,000	124	210	334
£30,001 to £40,000	467	3943	4410
£40,001 to £50,000	112	562	674
£50,001 to £60,000	39	139	178
£60,001 to £70,000	7	53	60
£70,001 to £80,000	6	11	17
£80,001 to £90,000	2	12	14
£90,001 to £100,000	1	3	4
£100,001 >	2	9	11

By occupational group

Operational staff by salary			
Salary	Female	Male	Total
<=£20,000			
£20,001 to £30,000	13	103	116
£30,001 to £40,000	279	3752	4031
£40,001 to £50,000	24	468	492
£50,001 to £60,000	10	109	119
£60,001 to £70,000	1	41	42
£70,001 to £80,000	1	4	5
£80,001 to £90,000	1	6	7
£90,001 to £100,000		1	1
£100,001 >	1	6	7

FRS staff by salary			
Salary	Female	Male	Total
<=£20,000	3		3
£20,001 to £30,000	101	101	202
£30,001 to £40,000	142	182	324
£40,001 to £50,000	66	87	153
£50,001 to £60,000	28	29	57
£60,001 to £70,000	6	12	18
£70,001 to £80,000	5	6	11
£80,001 to £90,000	1	6	7
£90,001 to £100,000	1	2	3
£100,001 >	1	3	4

<b>Control staff by salary</b>			
<b>Salary</b>	<b>Female</b>	<b>Male</b>	<b>Total</b>
<b>&lt;=£20,000</b>			
<b>£20,001 to £30,000</b>	10	6	16
<b>£30,001 to £40,000</b>	46	9	55
<b>£40,001 to £50,000</b>	22	7	29
<b>£50,001 to £60,000</b>	1	1	2
<b>£60,001 to £70,000</b>			
<b>£70,001 to £80,000</b>		1	1
<b>£80,001 to £90,000</b>			
<b>£90,001 to £100,000</b>			
<b>£100,001 &gt;</b>			

### Salary breakdowns

The table below shows the data broken down into equally sized salary groupings. These tables contain information as at 31 March 2016. Please note the information in the table below are not related to LFB's pay and grading structure.

<b>All Staff</b>	<b>Group 1</b> £17,167.00 - £52,398.50	<b>Group 2</b> £52,398.51 - £87,630.00	<b>Group 3</b> £87,630.01 - £122,861.50	<b>Group 4</b> £122,861.51 - £158,093.00	<b>Total</b>
<b>Male</b>	4732	197	12	1	4942
<b>Female</b>	710	50	1	2	763
<b>Total</b>	<b>5442</b>	<b>247</b>	<b>13</b>	<b>3</b>	<b>5705</b>

## By occupational group

Operational Staff	Group 1 £22,580.00 - £55,857.75	Group 2 £55,857.76 - £89,135.50	Group 3 £89,135.51 - £122,413.25	Group 4 £122,413.26 - £155,691.00	Total
Male	4337	146	6	1	4490
Female	318	11		1	330
<b>Total</b>	<b>4655</b>	<b>157</b>	<b>6</b>	<b>2</b>	<b>4820</b>

FRS Staff	Group 1 £17,167.00 - £52,398.50	Group 2 £52,398.51 - £87,630.00	Group 3 £87,630.01 - £122,861.50	Group 4 £122,861.51 - £158,093.00	Total
Male	376	46	6		428
Female	314	38	1	1	354
<b>Total</b>	<b>690</b>	<b>84</b>	<b>7</b>	<b>1</b>	<b>782</b>

Control Staff	Group 1 £26,600.00 - £38,924.50	Group 2 £38,924.51 - £51,249.00	Group 3 £51,249.01 - £63,573.50	Group 4 £63,573.51 -£75,898.00	Total
Male	15	7	1	1	24
Female	54	24	1		79
<b>Total</b>	<b>69</b>	<b>31</b>	<b>2</b>	<b>1</b>	<b>103</b>

The Mandatory Gender Pay Gap Reporting – Public Sector Employers Government Consultation document also highlights the requirement for public authorities to publish the difference between mean and median bonus payments paid to men and women. The London Fire Brigade did not pay bonuses in 2015/16 and therefore no data is available for this metric.

This information will be updated annually with the picture on the ‘snapshot’ date each year. Currently, the Government is consulting public authorities on a proposal for the snapshot to be 5th April each year with the data having to be published no later than 4th April the following year.

This information will be updated annually with the picture as at the end of each year. Find out more information on the LFB Transparency page:

<http://www.london-fire.gov.uk/transparency.asp>