

## London Fire Brigade Gender pay gap reporting: March 2017 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.

The Gender Pay Gap Regulations 2017 requires all public bodies to report on their gender pay gap by 31 March 2018. The regulations state that any UK organisation that has 250 or more employees must publish and report specific figures about their gender pay gap using the relevant snapshot date. The data has been calculated in line with the government guidelines. The government methodology for calculating this data, which was not available until last year, involves taking into account salary sacrifices such as childcare vouchers, together with cycle to work schemes and bonus payments, as well as the exclusion of employees on reduced pay, such as maternity or sabbatical leave. It provides a new pay gap figure for the LFB of -4.07 per cent that is not comparable with the data for 2016, but will instead be used against future pay gap data.

The data below represents the gender pay gap data for London Fire Brigade (LFB) as at the end of March 2017. 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.
- 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.

On the calculations for gender pay reporting, the Office of National Statistics stated that “while there is no single measure that adequately deals with the complex issue of the differences between men’s and women’s pay, we prefer to use median [earnings]. ..The median is less affected by a relatively small number of very high earners than the mean, and therefore gives a better indication of typical pay”.

## Results

***The data shows that overall there is no gender pay gap within the London Fire Brigade when measured against both median and mean hourly pay.***

***For Operational Staff, 69% are in the firefighter role, and so the firefighter salary is the median salary for both men and women, and therefore no pay gap. Similarly there is no gender pay gap amongst Control staff as Control Room Officers are 71% of this group, making it the median salary for both men and women in this group. There is a gender gap of 8.78% for full time FRS staff and 8.26% for part time FRS staff for median hourly rates.***

### Overall Gender Pay Gap Summary

All staff	Mean Hourly Pay				
	Female		Male		Pay Gap
	Hourly Rate	No	Hourly Rate	No	
All Staff	£19.10	738	£17.55	4746	-8.87%

All staff	Median Hourly Pay				
	Female		Male		Pay Gap
	Hourly Rate	No	Hourly Rate	No	
All Staff	£17.02	738	£16.36	4746	-4.07%

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	£16.73	£18.72	£18.95	£20.34
Male	£16.36	£18.46	£17.51	£21.14
Pay Gap	-2.28%	-1.39%	-8.25%	3.81%

<b>Employees by Pay Quartile</b>		
<b>ALL STAFF</b>	Male	Female
Upper Quartile	75.42%	24.58%
Upper Middle Quartile	93.51%	6.49%
Lower Middle Quartile	95.04%	4.96%
Lower Quartile	82.20%	17.80%

**By occupational group**

<b>Operational</b>	<b>Median Hourly Pay Rate (Full Time)</b>	<b>Median Hourly Pay Rate (Part Time)</b>	<b>Mean Hourly Pay Rate (Full Time)</b>	<b>Mean Hourly Pay Rate (Part Time)</b>
Female	£16.36	£16.36	£16.93	£16.99
Male	£16.36	£16.36	£17.11	£16.92
Pay Gap	0.00%	0.00%	1.05%	-0.44%

<b>FRS</b>	<b>Median Hourly Pay Rate (Full Time)</b>	<b>Median Hourly Pay Rate (Part Time)</b>	<b>Mean Hourly Pay Rate (Full Time)</b>	<b>Mean Hourly Pay Rate (Part Time)</b>
Female	£19.36	£18.78	£20.91	£21.24
Male	£21.22	£20.47	£21.91	£23.61
Pay Gap	8.78%	8.26%	4.58%	10.05%

<b>Control</b>	<b>Median Hourly Pay Rate (Full Time)</b>	<b>Median Hourly Pay Rate (Part Time)</b>	<b>Mean Hourly Pay Rate (Full Time)</b>	<b>Mean Hourly Pay Rate (Part Time)</b>
Female	£19.13	£19.13	£19.09	£19.42
Male	£19.13	£22.61	£19.81	£22.61
Pay Gap	0.00%	15.39%	3.62%	14.10%

LFB does not have any mayoral appointees and therefore there is no table including these staff.

## Quartile Summary

The quartile data has been calculated in accordance with the methodology as set out in the statutory guidance. *“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.”*

The quartile summary by overall numbers is as follows:

Employees by Pay Quartile		
ALL STAFF	Male	Female
Upper Quartile	75.42%	24.58%
Upper Middle Quartile	93.51%	6.49%
Lower Middle Quartile	95.04%	4.96%
Lower Quartile	82.20%	17.80%

Quartile data by pay rates is shown in the tables below. For mean hourly pay there is a pay gap of 1.04% in Quartile 1 for the ‘All Staff’ group. There is a small pay gap of 0.70% in Quartile 1 for operational staff, and small pay gaps in the FRS staff group. The largest pay gap can be seen for Control Staff in Quartile 4 (11.21%).

## MEAN HOURLY PAY

Mean Hourly Pay					
ALL STAFF	Female		Male		Pay Gap
	Hourly Rate	No	Hourly Rate	No	
Quartile 1	£15.03	244	£15.19	1127	1.04%
Quartile 2	£16.36	68	£16.36	1303	0.00%
Quartile 3	£16.91	89	£16.90	1282	-0.01%
Quartile 4	£23.19	337	£22.42	1034	-3.44%

**By occupational group**

Mean Hourly Pay					
OPERATIONAL	Female		Male		Pay Gap
	Hourly Rate	No	Hourly Rate	No	
Quartile 1	£15.09	125	£15.20	1029	0.70%
Quartile 2	£16.36	58	£16.36	1097	0.00%
Quartile 3	£16.56	62	£16.49	1092	-0.41%
Quartile 4	£21.69	60	£20.27	1094	-7.04%

Mean Hourly Pay					
FRS	Female		Male		Pay Gap
	Hourly Rate	No	Hourly Rate	No	
Quartile 1	£14.94	100	£15.10	91	1.06%
Quartile 2	£18.44	96	£18.52	95	0.45%
Quartile 3	£21.83	81	£21.70	111	-0.58%
Quartile 4	£30.90	78	£30.94	113	0.15%

Mean Hourly Pay					
CONTROL	Female		Male		Pay Gap
	Hourly Rate	No	Hourly Rate	No	
Quartile 1	£14.88	16	£15.10	9	1.49%
Quartile 2	£18.79	22	£18.93	4	0.75%
Quartile 3	£19.30	22	£19.27	3	-0.17%
Quartile 4	£23.18	18	£26.10	8	11.21%

## MEDIAN HOURLY PAY

The median hourly pay data shows a pay gap of 2.28% in Quartile 1 across the organisation. However, there is no pay gap within the Operational and FRS staff groups. There is a pay gap of 3.24% and 3.38% in Quartiles 1 and 4 respectively for Control staff.

Median Hourly Pay					
ALL STAFF	Female		Male		Pay Gap
	Hourly Rate	No	Hourly Rate	No	
Quartile 1	£15.58	244	£15.94	1127	2.28%
Quartile 2	£16.36	68	£16.36	1303	0.00%
Quartile 3	£16.73	89	£16.36	1282	-2.28%
Quartile 4	£21.27	337	£20.32	1034	-4.65%

### By occupational group

Median Hourly Pay					
OPERATIONAL	Female		Male		Pay Gap
	Hourly Rate	No	Hourly Rate	No	
Quartile 1	£15.94	125	£15.94	1029	0.00%
Quartile 2	£16.36	58	£16.36	1097	0.00%
Quartile 3	£16.36	62	£16.36	1092	0.00%
Quartile 4	£18.58	60	£18.58	1094	0.00%

Median Hourly Pay					
FRS	Female		Male		Pay Gap
	Hourly Rate	No	Hourly Rate	No	
Quartile 1	£15.55	100	£15.55	91	0.00%
Quartile 2	£18.67	96	£18.67	95	0.00%
Quartile 3	£21.32	81	£21.27	111	-0.25%
Quartile 4	£30.60	78	£26.89	113	-13.80%

Median Hourly Pay					
CONTROL	Female		Male		Pay Gap
	Hourly Rate	No	Hourly Rate	No	
Quartile 1	£14.89	16	£15.38	9	3.24%
Quartile 2	£19.13	22	£19.07	4	-0.32%
Quartile 3	£19.13	22	£19.13	3	0.00%
Quartile 4	£22.30	18	£23.08	8	3.38%

### Grade Summary

The GLA has chosen to analyse gender pay in relation to its grading structure as it believes that this level of analysis provides 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.

Operational staff	Mean Hourly Pay				
	Female		Male		Pay Gap
	Hourly Rate	No	Hourly Rate	No	
Commissioner	£83.67	1			N/A
Director (Op)			£73.96	1	N/A
Asst Commissioner			£55.17	5	N/A
Deputy Asst Comm	£36.32	2	£37.38	10	2.84%
Group Manager	£29.37	4	£29.34	53	-0.09%
Station Manager	£25.07	8	£25.59	129	2.01%
Watch Manager B	£19.20	10	£19.70	236	2.54%
Watch Manager A	£18.31	19	£18.33	317	0.08%
Crew Manager	£17.39	31	£17.47	581	0.48%
Firefighter	£15.79	226	£16.03	2946	1.48%
Trainee Firefighter	£10.28	4	£10.35	34	0.67%
All Operational Staff	£16.93	305	£17.11	4312	1.03%

FRS Staff	Mean Hourly Pay				
	Female		Male		Pay Gap
	Hourly Rate	No	Hourly Rate	No	
Director	£90.12	1			N/A
TMG A	£56.35	1	£64.64	3	12.82%
TMG B	£51.84	1	£49.12	5	-5.54%
TMG C	£42.19	4	£43.79	7	3.64%
All TMG	£46.16	6	£49.74	15	7.19%
FRS G	£34.92	15	£36.40	15	4.07%
FRS F	£28.24	39	£28.04	45	-0.71%
FRS D/E/F	£30.99	1	£24.78	1	-25.07%
FRS E	£22.85	54	£23.56	63	3.03%
FRS D	£20.24	48	£20.23	43	-0.03%
FRS C/D	£20.10	31	£20.46	85	1.75%
FRS C	£17.65	76	£18.32	43	3.61%
FRS B/C	£16.86	2	£17.82	22	5.40%
FRS B	£14.87	81	£15.36	76	3.17%
BAA	£9.76	1	£9.76	2	0.00%
All FRS Staff	£20.96	355	£22.04	410	4.92%

Control Staff	Mean Hourly Pay				
	Female		Male		Pay Gap
	Hourly Rate	No	Hourly Rate	No	
Principal Ops Mgr			£39.38	1	N/A
Senior Ops Mgr	£30.99	1	£31.32	1	1.05%
Operations Mgr	£24.30	4	£23.87	2	-1.78%
Asst Operations Mgr	£21.30	18	£21.99	5	3.14%
Control Room Officer	£17.85	55	£16.66	15	-7.14%
All Control Staff	£19.15	78	£19.93	24	3.93%

Operational staff	Median Hourly Pay				
	Female		Male		Pay Gap
	Hourly Rate	No	Hourly Rate	No	
Commissioner	£83.67	1			N/A
Director (Op)			£73.96	1	N/A
Asst Commissioner			£55.17	5	N/A
Deputy Asst Comm	£36.32	2	£37.29	10	2.61%
Group Manager	£29.75	4	£29.80	53	0.17%
Station Manager	£25.15	8	£26.14	129	3.80%
Watch Manager B	£19.19	10	£19.61	236	2.14%
Watch Manager A	£18.58	19	£18.58	317	0.00%
Crew Manager	£17.59	31	£17.83	581	1.33%
Firefighter	£16.22	226	£16.36	2946	0.84%
Trainee Firefighter	£10.28	4	£10.32	34	0.35%
All Operational Staff	£16.36	305	£16.36	4312	0.00%

FRS Staff	Median Hourly Pay				
	Female		Male		Pay Gap
	Hourly Rate	No	Hourly Rate	No	
Director	£90.12	1			N/A
TMG A	£56.35	1	£61.83	3	8.86%
TMG B	£51.84	1	£50.87	5	-1.91%
TMG C	£42.59	4	£45.16	7	5.69%
All TMG	£43.49	6	£46.19	15	5.84%
FRS G	£34.15	15	£36.76	15	7.12%
FRS F	£27.76	39	£27.85	45	0.31%
FRS D/E/F	£30.99	1	£24.78	1	-25.07%
FRS E	£23.32	54	£23.87	63	2.29%
FRS D	£20.32	48	£20.17	43	-0.73%
FRS C/D	£21.27	31	£21.27	85	0.00%
FRS C	£17.95	76	£18.67	43	3.87%
FRS B/C	£16.86	2	£18.67	22	9.70%
FRS B	£15.55	81	£15.55	76	0.00%
BAA	£9.76	1	£9.76	2	0.00%
All FRS Staff	£19.31	355	£21.19	410	8.89%

Control Staff	Median Hourly Pay				
	Female		Male		Pay Gap
	Hourly Rate	No	Hourly Rate	No	
Principal Ops Mgr			£39.38	1	N/A
Senior Ops Mgr	£30.99	1	£31.32	1	1.05%
Operations Mgr	£24.75	4	£23.87	2	-3.68%
Asst Operations Mgr	£22.18	18	£22.38	5	0.91%
Control Room Officer	£19.13	55	£15.84	15	-20.76%
All Control Staff	£19.13	78	£19.13	24	0.00%

### £10,000 Salary Bands Summary

In addition, the GLA is also publishing 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 2017. 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			
Salary	Female	Male	Total
<=£20,000	1	2	3
£20,001 to £30,000	139	268	407
£30,001 to £40,000	434	3676	4110
£40,001 to £50,000	104	547	651
£50,001 to £60,000	36	164	200
£60,001 to £70,000	12	52	64
£70,001 to £80,000	7	12	19
£80,001 to £90,000	1	13	14
£90,001 to £100,000	1	3	4
£100,001 >	3	9	12

**By occupational group**

<b>Operational Staff</b>			
<b>Salary</b>	<b>Female</b>	<b>Male</b>	<b>Total</b>
<=£20,000			0
£20,001 to £30,000	23	172	195
£30,001 to £40,000	245	3494	3739
£40,001 to £50,000	22	450	472
£50,001 to £60,000	8	136	144
£60,001 to £70,000	4	44	48
£70,001 to £80,000	2	3	5
£80,001 to £90,000		7	7
£90,001 to £100,000			0
£100,001 >	1	6	7

<b>FRS Staff</b>			
<b>Salary</b>	<b>Female</b>	<b>Male</b>	<b>Total</b>
<=£20,000	1	2	3
£20,001 to £30,000	104	91	195
£30,001 to £40,000	141	171	312
£40,001 to £50,000	65	91	156
£50,001 to £60,000	28	28	56
£60,001 to £70,000	7	7	14
£70,001 to £80,000	5	8	13
£80,001 to £90,000	1	6	7
£90,001 to £100,000	1	3	4
£100,001 >	2	3	5

<b>Control Staff</b>			
<b>Salary</b>	<b>Female</b>	<b>Male</b>	<b>Total</b>
<=£20,000			0
£20,001 to £30,000	12	5	17
£30,001 to £40,000	48	11	59
£40,001 to £50,000	17	6	23
£50,001 to £60,000			0
£60,001 to £70,000	1	1	2
£70,001 to £80,000		1	1
£80,001 to £90,000			0
£90,001 to £100,000			0
£100,001 >			0

### Salary breakdowns

The table below shows the data broken down into equally sized salary groupings. These tables contain information as at 31 March 2017. 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> £17,806.00 - £59,164.49	<b>Group 2</b> £59,164.50 - £100,522.99	<b>Group 3</b> £100,522.00 - £141,881.49	<b>Group 4</b> £141,881.50 - £183,240.00	<b>Total</b>
<b>Male</b>	4645	92	8	1	<b>4746</b>
<b>Female</b>	707	28	1	2	<b>738</b>
<b>Total</b>	<b>5352</b>	<b>120</b>	<b>9</b>	<b>3</b>	<b>5484</b>

**By occupational group**

<b>Operational Staff</b>	<b>Group 1</b> £22,439.97 - £62,639.97	<b>Group 2</b> £62,639.98 - £102,839.98	<b>Group 3</b> £102,839.99 - £143,039.99	<b>Group 4</b> £143,040.00 - £183,240.00	<b>Total</b>
<b>Male</b>	4253	53	5	1	<b>4312</b>
<b>Female</b>	299	5		1	<b>305</b>
<b>Total</b>	<b>4552</b>	<b>58</b>	<b>5</b>	<b>2</b>	<b>4617</b>

<b>FRS Staff</b>	<b>Group 1</b> £17,806.00 - £54,470.58	<b>Group 2</b> £54,470.59 - £91,135.17	<b>Group 3</b> £91,135.18 - £127,799.76	<b>Group 4</b> £127,799.77 - £164,464.36	<b>Total</b>
<b>Male</b>	361	43	5	1	<b>410</b>
<b>Female</b>	315	37	2	1	<b>355</b>
<b>Total</b>	<b>676</b>	<b>80</b>	<b>7</b>	<b>2</b>	<b>765</b>

<b>Control Staff</b>	<b>Group 1</b> 24823.59 - £37,782.11	<b>Group 2</b> £37,782.12 - £50,740.64	<b>Group 3</b> £50,740.65 - £63,699.17	<b>Group 4</b> £63,699.18 - £76,657.71	<b>Total</b>
<b>Male</b>	15	7	1	1	<b>24</b>
<b>Female</b>	55	22	1		<b>78</b>
<b>Total</b>	<b>70</b>	<b>29</b>	<b>2</b>	<b>1</b>	<b>102</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 LFB does not operate a bonus scheme and therefore no data is available for this metric.

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>