

Gender Pay report 2022

1. Introduction

1.1. The Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017 came into force on 31 March 2017. They require employers with 250 or more employees to publish gender pay gap details highlighting the difference in gross pay and bonus payments made to female, as compared with male, employees. The data in this report for Dorset & Wiltshire Fire and Rescue Service is based on pay records for qualifying individuals as of 31 March 2022. The data has been broken down by both full and part time staff and by the four different staff groups that the Service employs, each with distinctive terms and conditions. Corporate members of staff received a backdated pay award in March 2022 but any backpay has been discounted as it would skew the actual pay and subsequent hourly pay amount received.

- a) **Wholetime Operational:** These are full time firefighters and operational managers. Their terms and conditions are negotiated nationally, and salaries are determined in accordance with the role, with no reference to gender or any other personal characteristic. Firefighters are paid on an incremental competence-based pay scale starting as a trainee, progressing to development after the initial training is complete and then competent once the development programme has been successfully completed and verified.
- b) **On-call Operational:** These are on-call firefighters and operational managers whose primary employment is outside the organisation. Again, their terms and conditions are negotiated nationally, and salaries are determined in accordance with the role, with no reference to gender or any other personal characteristic.
- c) **Fire Control:** These are the emergency call handlers. Again, their terms and conditions are negotiated nationally, and salaries are determined in accordance with the role, with no reference to gender or any other personal characteristic.
- d) **Corporate Staff:** These are non-uniformed support staff who are both full and part time. Again, their terms and conditions are negotiated nationally, and salaries are determined in accordance with the role, with no reference to gender or any other personal characteristic.

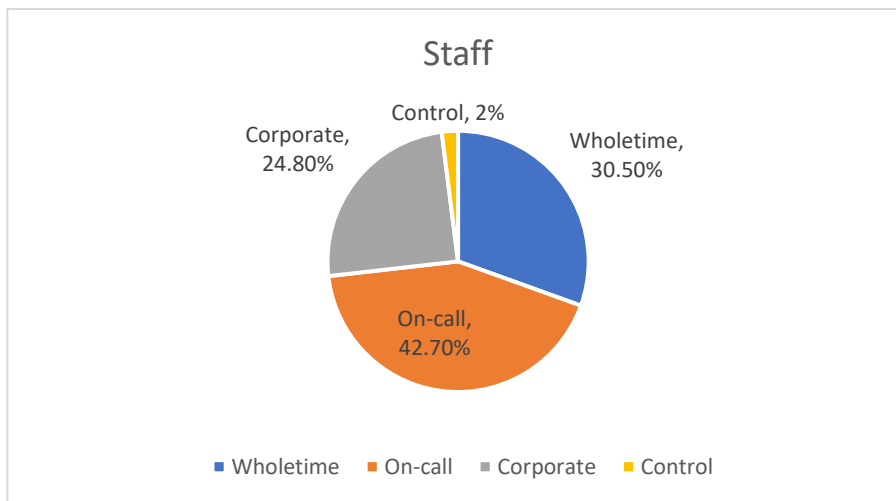
1.2. The nationally agreed terms and conditions ensure that we are paying the same salary to roles of equal value for all our staff however this does not translate when looking at the mean and median hourly pay rates due to the predominantly male operational workforce.

1.3. The total number of staff included in the calculations was 1316, the breakdown of which is set out at table 1. There were 32 staff not included in the calculation as they did not fulfil the required reporting criteria in that they were not in receipt of full pay (for example they were on sick leave or maternity leave).

1.4.

Staff Group	Female Employees	% Female Employees	Male Employees	% Male Employees
Wholetime	25	6.2	377	93.8
On-call	24	4.3	574	95.7
Control	21	77.8	6	22.2
Corporate	171	52.6	154	47.4
Total	241	18.2	1075	81.8

Table 1: Gender by staff group



2. Gender pay gap summary

2.1 The requirement is to report the average pay using two calculations, mean and median (table 2 & 3a).

- **The mean** is the total amount of the hourly pay divided by the number of employees
- **The median** is the mid-point value for the individual(s) between the lowest and highest hourly pay

	Mean Hourly Pay Rate	Median Hourly Pay Rate
All staff	£17.26	£16.10
Female	£16.15	£14.72
Male	£17.51	£16.32
Pay Gap	7.77%	9.80%

Table 2: Mean hourly pay rate by gender

Wholetime	Mean Hourly Pay Rate	Median Hourly Pay Rate
Wholetime (all staff)	£18.33	£16.32
Female	£17.94	£15.59
Male	£18.36	£16.32
Pay Gap	2.28%	4.47%
On-call	Mean Hourly Pay Rate	Median Hourly Pay Rate
On-call (all staff)	£17.15	£16.38
Female	£14.87	£13.35
Male	£17.25	£16.76
Pay Gap	13.80%	20.34%

Table 3a: Mean hourly pay by operational staff group

2.2 Due to the way on-call personnel are paid, the retaining fee element and additional hours cover provided element have been discounted for the hourly pay calculations as this would not give a true reflection of the actual pay for duties performed. As this element of pay is not gender specific, the removal from the calculation had no bearing on the final results. CPD, disturbance fees and other allowances have been included along with the standard hourly paid duties.

2.3

Control	Mean Hourly Pay Rate	Median Hourly Pay Rate
Control (all staff)	14.96	14.37
Female	14.90	15.85
Male	15.17	14.75
Pay Gap	1.77%	-7.45%

Table 4: Mean and median pay hourly rate (Fire Control)

Corporate	Mean Hourly Pay Rate Overall	Mean Hourly Pay Rate Full Time	Mean Hourly Pay Rate Part Time	Median Hourly Pay Rate Overall	Median Hourly Pay Rate Full Time	Median Hourly Pay Rate Part Time
Corporate	£16.30	£16.76	£14.97	£15.50	£15.81	£12.53
Female	£16.21	£16.87	£14.96	£14.51	£15.60	£13.71
Male	£16.39	£16.67	£14.97	£15.78	£15.81	£14.05
Pay Gap	1.09%	-1.19%	0.07%	8.04%	1.33%	2.42%

Table 5: Mean and median pay hourly rate (Corporate)

3. Quartile summary

3.1 The quartile data has been calculated in accordance with the methodology as set out in the Mandatory Gender Pay Gap Reporting document (tables 6 - 9). It recommends that employers 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 the lowest paid to the highest.

All Staff	Mean Hourly Pay				
	Female		Male		Pay Gap
	Hourly Rate	Number	Hourly Rate	Number	
Lower Quartile	£12.60	115	£12.85	214	1.94%
Lower Mid Quartile	£15.37	37	£15.18	292	-1.25%
Upper Mid Quartile	£17.31	34	£17.41	295	0.57%
Upper Quartile	£23.36	55	£22.73	274	-2.77%

Table 6: Mean hourly pay by quartile by gender

Wholetime	Mean Hourly Pay				
	Female		Male		Pay Gap
	Hourly Rate	Number	Hourly Rate	Number	
Lower Quartile	£14.81	8	£14.34	92	-3.27%
Lower Mid Quartile	£15.06	5	£15.21	95	0.98%
Upper Mid Quartile	£17.85	6	£17.67	94	-1.02%
Upper Quartile	£24.60	6	£25.55	95	3.72%
On-call	Female		Male		Pay Gap
	Hourly Rate	Number	Hourly Rate	Number	
	Lower Quartile	£12.43	14	£12.70	126
Lower Mid Quartile	£15.34	4	£15.53	137	1.22%
Upper Mid Quartile	£18.02	2	£17.60	137	-2.38%
Upper Quartile	£21.38	4	£22.78	138	6.14%
Fire Control	Female		Male		Pay Gap
	Hourly Rate	Number	Hourly Rate	Number	
	Lower Quartile	£11.93	5	£13.99	2
Lower Mid Quartile	£14.16	6	£13.99	1	-1.21%
Upper Mid Quartile	£15.85	5	£15.68	2	-1.08%
Upper Quartile	£17.83	5	£17.68	1	-0.85%
Corporate	Female		Male		Pay Gap
	Hourly Rate	Number	Hourly Rate	Number	
	Lower Quartile	£11.62	52	£12.27	29
Lower Mid Quartile	£13.98	42	£14.05	40	0.49%
Upper Mid Quartile	£16.68	33	£16.74	48	0.35%
Upper Quartile	£23.43	44	£22.92	38	-2.23%

Table 7: Mean hourly pay by quartile by staff group

Median Hourly Pay					
All Staff	Female		Male		Pay Gap
	Hourly Rate	Number	Hourly Rate	Number	
Lower Quartile	£12.65	115	£12.62	214	-0.23%
Lower Mid Quartile	£15.36	37	£15.06	292	-1.99%
Upper Mid Quartile	£17.36	34	£17.36	295	0.00%

Upper Quartile	£20.42	55	£22.03	274	7.30%
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Table 8: Median hourly pay by quartile by gender

Median Hourly Pay					
Wholetime	Female		Male		Pay Gap
	Hourly Rate	Number	Hourly Rate	Number	
Lower Quartile	£14.72	8	£14.72	92	0.00%
Lower Mid Quartile	£15.06	5	£15.06	95	0.00%
Upper Mid Quartile	£18.29	6	£17.92	94	-2.06%
Upper Quartile	£21.11	6	£25.47	96	17.12%
On-call	Female		Male		Pay Gap
	Hourly Rate	Number	Hourly Rate	Number	
Lower Quartile	£11.99	14	£12.11	126	0.99%
Lower Mid Quartile	£15.13	4	£15.49	137	2.32%
Upper Mid Quartile	£18.02	2	£17.48	137	-3.08%
Upper Quartile	£20.61	4	£21.95	138	6.10%
Fire Control	Female		Male		Pay Gap
	Hourly Rate	Number	Hourly Rate	Number	
Lower Quartile	£10.93	5	£13.99	2	21.87%
Lower Mid Quartile	£14.16	6	£13.99	1	-0.02%
Upper Mid Quartile	£15.84	5	£15.68	2	-1.02%
Upper Quartile	£17.68	5	£17.68	1	0.00%
Corporate	Female		Male		Pay Gap
	Hourly Rate	Number	Hourly Rate	Number	
Lower Quartile	£11.70	52	£12.17	29	3.86%
Lower Mid Quartile	£13.71	42	£13.71	40	0.00%
Upper Mid Quartile	£17.00	33	£17.00	48	0.00%
Upper Quartile	£19.98	44	£19.98	37	0.00%

Table 9: Mean hourly pay by quartile by staff group

4. Grade Summary

Wholetime	Mean Hourly Pay by Role				
	Female		Male		Pay Gap
	Hourly Rate	Number	Hourly Rate	Number	
Firefighter Trainee	N/A	0	£11.05	4	-
Firefighter Dev	N/A	0	£11.51	10	-
Firefighter	£15.33	14	£15.38	186	0.32%

Crew Manager	£17.94	6	£17.20	55	-4.30%
Watch Manager	£19.50	3	£19.63	66	0.66%
Station Manager	-	0	£25.31	37	-
Group Manager	£30.71	1	£30.88	12	0.55%
Area Manager	£36.94	1	£36.99	4	0.14%
ACFO	-	0	£56.47	1	-
DCFO	-	0	£68.29	1	-
CFO	-	0	£75.27	1	-

Table 10: Mean hourly pay by role

- 4.1 Gender pay is analysed below in relation to the Service's grading structure. The level of analysis can provide a more in depth look at the distribution of pay across the organisation.

On-Call	Mean Hourly Rate by Role				
	Female		Male		Pay Gap
	Hourly Rate	Number	Hourly Rate	Number	
Firefighter Trainee	-	0	£11.05	1	-
Firefighter Dev	£13.14	16	£13.03	113	-0.844%
Firefighter	£16.58	4	£17.67	266	6.16%
Crew Manager	£18.11	3	£18.95	103	4.43%
Watch Manager	£19.01	1	£22.78	55	16.54%
Fire Control	Female		Male		Pay Gap
	Hourly Rate	Number	Hourly Rate	Number	
	Firefighter Trainee	N/A	0	N/A	0
Firefighter Dev	£10.93	3	N/A	0	N/A
Firefighter	£13.97	8	£13.99	3	0.14%
Crew Manager	£15.85	6	£15.68	2	-1.08%
Watch Manager	£17.68	3	£17.68	1	0.00%
Station Manager	£20.25	1	-	0	N/A
Corporate	Female		Male		Pay Gap
	Hourly Rate	Number	Hourly Rate	Number	
	Grade A	£10.19	1	N/A	-
Grade B	£10.63	17	£10.81	3	1.66%
Grade C	£11.89	23	£12.33	21	3.56%
Grade D	£13.49	43	£14.00	44	3.64%
Grade E	£15.09	17	£16.52	17	8.65%
Grade F	£16.99	25	£17.68	42	3.90%
Grade G	£19.58	26	£19.96	14	1.90%
Grade H	£22.43	10	£22.44	7	0.01%
Grade I	£25.03	2	£25.14	3	0.43%
Grade J	£30.49	4	£30.49	1	0.00%
Grade K	£34.78	1	N/A	-	-
Director	£53.35	2	£40.18	1	-32.78%

Table 11: Mean hourly pay by role

5. Bonuses

- 5.1 The only payments deemed as a bonus in relation to this exercise is for Continuous Professional Development (CPD). As this payment is based on time served after reaching competence in role rather than being gender related, no separate analysis is provided as the amount has been included in the hourly pay calculation.

6. Comparison between 2021 and 2022

- 6.1 Table 12 below sets out a comparison between the mean and median pay rates for 2021 and 2022 and shows a reduction to both pay gaps. It is pleasing to note this reduction which demonstrates the positive impact of our action plans.

	Mean Hourly Pay Rate 2021	Mean Hourly Pay Rate 2022	Difference %	Median Hourly Pay Rate 2021	Median Hourly Pay Rate 2022	Difference %
All Staff	£16.83	£17.26	2.49%	£16.08	£16.10	0.12%
Female	£15.46	£16.15	4.27%	£14.17	£14.72	3.73%
Male	£17.12	£17.51	2.23%	£16.31	£16.32	0.06%
Pay Gap	9.69%	7.77%	1.92%	13.12%	9.80%	3.32%

Table 12: Mean and median hourly pay comparison