

## PAY GAP RESULTS – 2018/2019

The pay gap is calculated based on average hourly rates of pay of males compared to females. The results include all employee groups, i.e. Chief Officers, Craft, Single Status and Teachers. In line with established best practice, pay gaps of more than 3% have been analysed.

Analysis has been carried out for the protected characteristics of gender, age & gender combined, disability and ethnicity. Where a pay gap of greater than 3% was identified within discrete grades the reasons were investigated and found to be as below:

- a) Length of Service with the Council
- b) Salary Preservation
- c) Salary Placing and Progression
- d) Job Sizing (Teachers)

### ➤ Gender

Differences can be explained due to changes in the gender workforce profile and length of service in grade, i.e. generally new employees start on the first scale point within their grade and receive two increments annually until they reach the top of the grade.

In 2018/19 there were more female new employees (as compared to males) and more male exits from the Council (as compared to females).

Year	Perth & Kinross Council's Gender Pay Gap Results					Scotland Councils' Average
	Single Status	Teaching	Craft	Chief Officers	All Staff	
2015/16	11.9%	3.1%	-2.6%	1.7%	0.4%	4.5%
2016/17	11%	2.4%	-14.2%	-2.4%	-0.7%	4.2%
2017/18	12.8%	2.8%	-2.1%	-2.4%	0.7%	3.9%
2018/19	12.1%	4%	-1.8%	-6.2%	0.7%	Not yet available

#### Notes

1. Negative pay gaps are in favour of women
2. The low number of Craft and Chief Officers makes it difficult to provide meaningful results as a small change to the gender profile can significantly change the pay gap.

Further information on the UK and Scotland gender pay gap can be found in the [ONS Gender pay gap in the UK: 2019](#) from the Annual Survey of Hours and Earnings and on the [Close the Gap](#) website.

### ➤ Occupational Segregation

As part of our 2018/19 equal pay audit, we identified the gender profile of posts with at least 10 job holders and are currently considering whether there are any organisational barriers that have the effect of reinforcing occupational segregation. Actions will then be progressed within the context of our Corporate or Service Workforce Planning activity for 2020 and beyond.

#### **Related information**

[Job Families](#) [Equal Pay Policy](#) [Workforce Report \(2018\)](#) [PKC Equality](#)