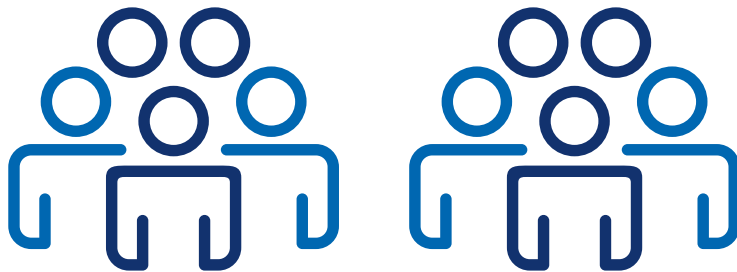


BMA/BMJ group – gender pay gap report

April 2019



Commitment to equality, diversity and inclusion

The BMA/BMJ group are committed to championing equal rights and opportunities, and proactively tackling discrimination or disadvantage in all forms to create an open and inclusive culture for our employees, members, customers and stakeholders.

The BMA/BMJ group is determined to reduce our gender pay gap and we are working with our employees to identify practical ways in which we can do this.

Tom Grinyer
Chief executive officer BMA

Fiona Godlee and Patrick Spencer
Joint interim chief executive officers BMJ

Introduction – reporting requirements

The gender pay gap legislation introduced in April 2017 requires that UK employers with 250 employees or more on the snapshot date (5 April) publish data about their gender pay gap.

The legislation requires the BMA/BMJ group report the following information:

1. mean gender pay gap in hourly pay
2. median gender pay gap in hourly pay
3. mean bonus gender pay gap
4. median bonus gender pay gap
5. proportion of male and female employees in each pay quartile
6. proportion of male and female employees receiving a bonus payment.

The data in this report reflects the snapshot date **5 April 2019**.

Why are the BMA and BMJ making a joint report?

The publication of gender pay gap results is joint for the BMA/BMJ group.

UK based, BMJ staff are employed under BMA contracts of employment as the primary employer and so fall into the headcount of the BMA rather than the BMJ. Only the BMA fulfils the reporting requirement of having more than 250 'relevant employees'. On this basis, the BMA will report an overall figure for both companies.

Staff included in the gender pay gap data

UK-based employees on employment contracts with the BMA/BMJ group are included in the calculations. This does not include elected members and non-executive directors, or employees and contractors who are based outside the UK.

National context: gender pay findings

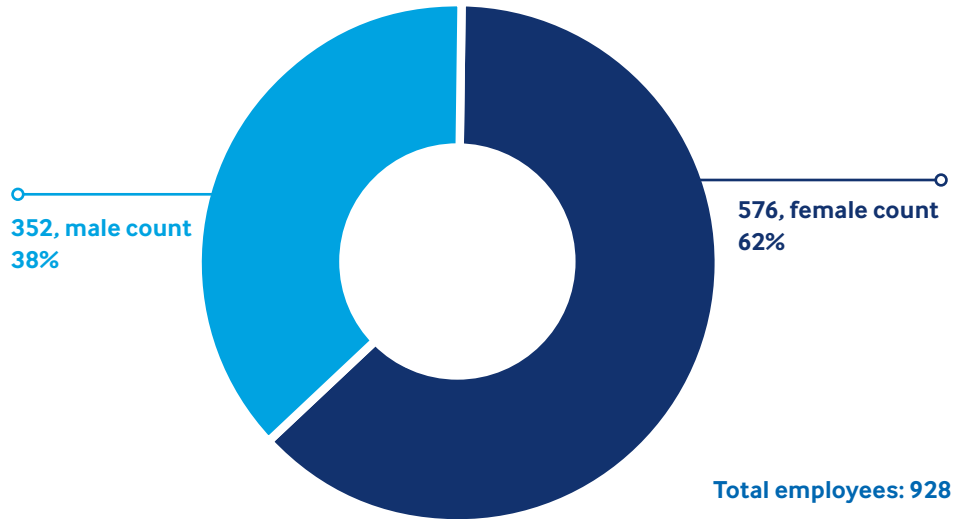
The Office for National Statistics (ONS) report the **median pay gap** between all female employee's hourly pay compared with all male employees' pay is **17.3 per cent** for 2019.

The Office for National Statistics (ONS) report the **mean pay gap** between all female employee's hourly pay compared with all male employees' pay is **16.2 per cent** for 2019.



BMA/BMJ group demographics

The gender split in the BMA/BMJ group is shown below. The number of female employees outweighs the number of male employees.

The total headcount for the BMA/BMJ Group has decreased by 8 since 2018 and the percentage of female employees has decreased by 1%.



April 2018 Data:

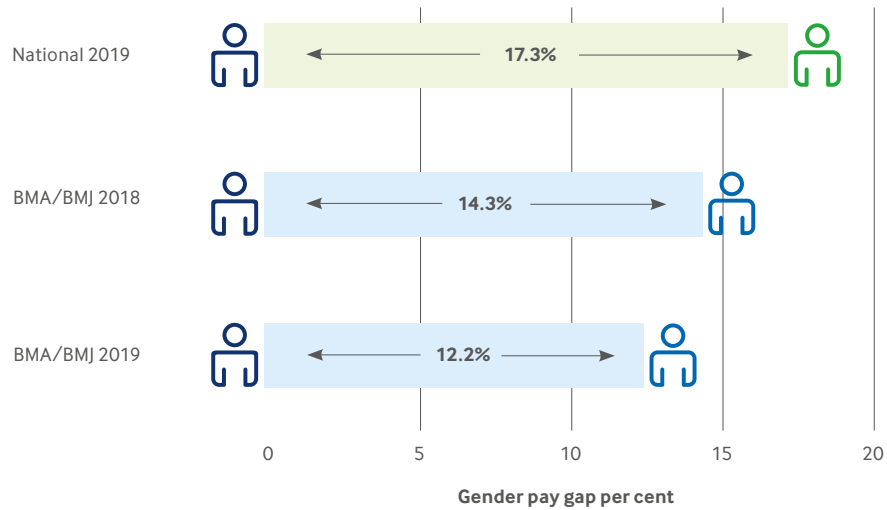
Total employees: 927	 344 (37%) male	 583 (63%) female
-----------------------------	---	---

BMA/BMJ gender pay gap

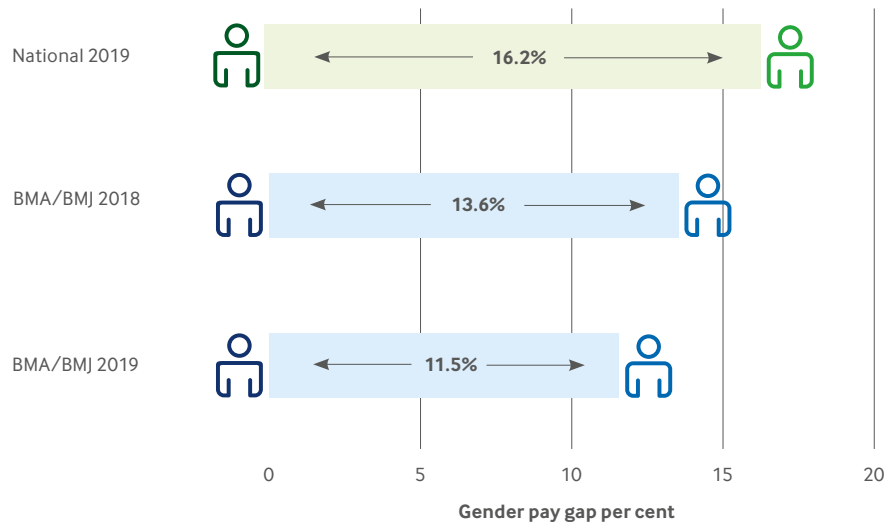
Gender pay calculations are based on ordinary pay which includes: basic pay, allowances, pay for leave but excludes: overtime pay, repayments of expenses and interest-free loans.

The 2019 BMA/BMJ group median and mean gender pay gaps are lower than both the gaps reported in 2018 and the national figures calculated by the ONS (Office for National Statistics).

Median gender pay gap



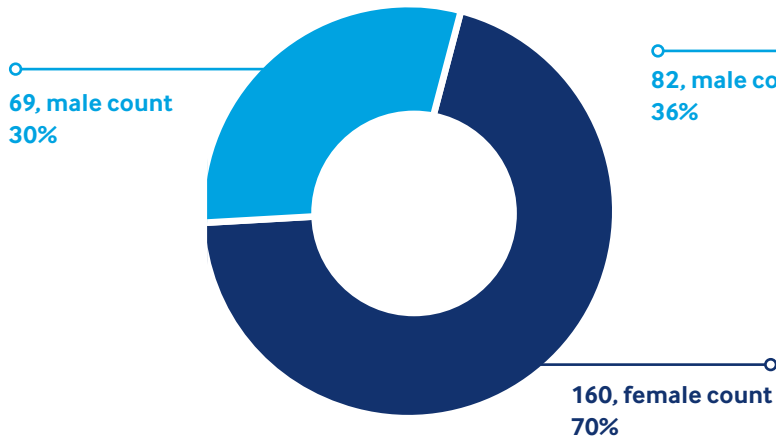
Mean gender pay gap



Salary

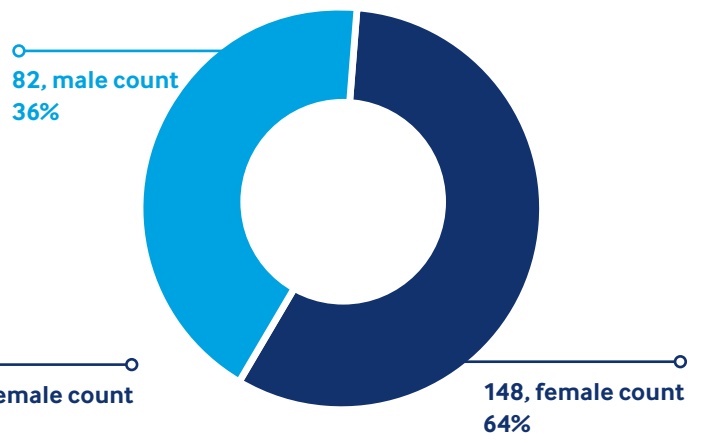
Salary quartiles: BMA/BMJ group

Lowest pay quartile



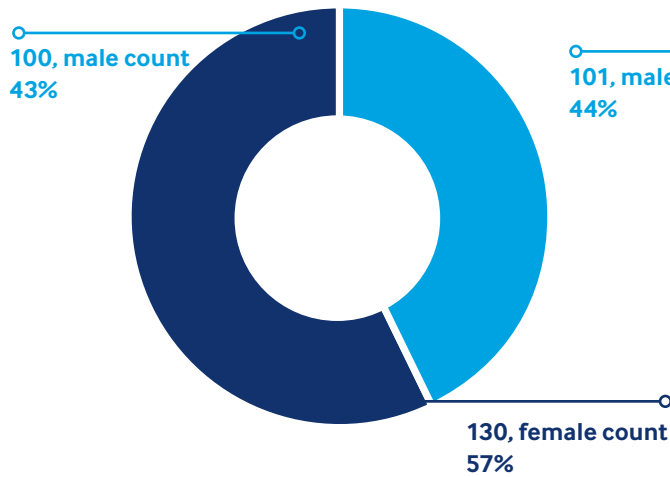
2018 data:
60 (26%) male
166 (74%) female

Lower middle pay quartile



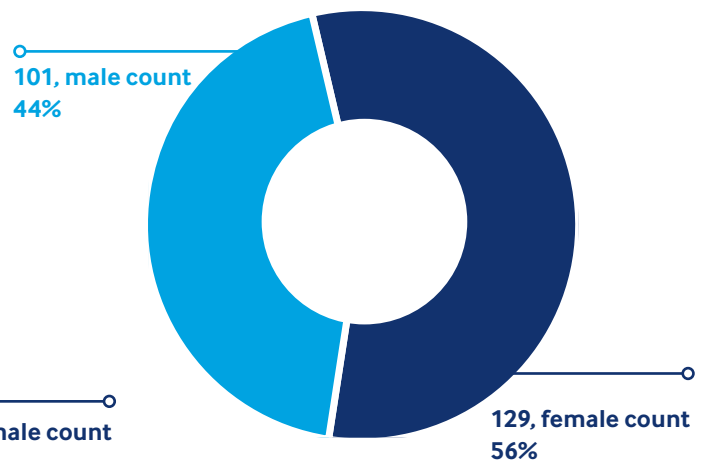
2018 data:
79 (35%) male
147 (65%) female

Upper middle pay quartile



2018 data:
100 (44%) male
126 (56%) female

Highest pay quartile



2018 data:
97 (43%) male
128 (57%) female

Bonus pay gender gap

The median bonus gap is 0%

The mean bonus gap is 27.5%

Bonus gaps are more prone to yearly shifts as it is often the case that organisational performance has an impact on the award and value. The BMA/BMJ group bonus awards are paid mainly as set values and are made irrespective of gender.

Bonus pay

