BMA/BMJ group – gender pay gap report

Using data from 5 April 2021

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

Chris Jones
Chief executive officer 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 2021.

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.
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 14 since 2020.

340, male count
38%

560, female count
62%

Total employees: 900

April 2020 Data:
Total employees: 914
337 (37%) male
577 (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.

**Median gender pay gap**

- BMA/BMJ 2018: 14.3%
- BMA/BMJ 2019: 12.2%
- BMA/BMJ 2020: 11.9%
- BMA/BMJ 2021: 11.7%

**Mean gender pay gap**

- BMA/BMJ 2018: 13.6%
- BMA/BMJ 2019: 11.5%
- BMA/BMJ 2020: 11.5%
- BMA/BMJ 2021: 10.6%
Salary
Salary quartiles: BMA/BMJ group

Lowest pay quartile
- 55 male (24%)
- 170 female (76%)

2020 data:
- 60 male (26%)
- 169 female (74%)

Upper middle pay quartile
- 91 male (40%)
- 134 female (60%)

2019 data:
- 100 male (43%)
- 126 female (57%)

2020 data:
- 77 male (34%)
- 141 female (66%)

Lower middle pay quartile
- 88 male (39%)
- 137 female (61%)

2020 data:
- 106 male (47%)
- 119 female (53%)

Highest pay quartile
- 106 male (47%)
- 119 female (53%)

2020 data:
- 104 male (46%)
- 124 female (54%)
Bonus pay gender gap

The median bonus gap is 1.4%  The mean bonus gap is 36.2%

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

Male
- No bonus: 41, male count (12%)
- Bonus: 299, male count (88%)

Female
- No bonus: 68, female count (12%)
- Bonus: 492, female count (88%)

Total males: 340  Total females: 560