

## Remuneration Committee

**Date:** 15 March 2016

**Item:** Remuneration of Women in Senior Roles in TfL

### This paper will be considered in public

## 1 Summary

- 1.1 As first requested by the Committee in 2015, this paper provides comparative analysis of male and female median salaries across the TfL senior manager, director and executive population.
- 1.2 This paper updates the analysis presented to the Committee in 2015, providing a year on year comparative view.

## 2 Recommendation

- 2.1 **The Committee is asked to note the paper and that the existing gap between male and female median salaries at all Payband levels shown is less than five per cent.**

## 3 Background

- 3.1 In 2015 the Committee requested the provision of internal median salary analysis comparing males and females in senior roles at TfL.
- 3.2 The comparison made last year was the female median against the combined median of male and female salaries. The same analysis has been carried out below, so that a year on year comparison is possible as shown in the final two columns of Table 1 below.
- 3.3 Table 1 also shows the same information with female median salaries expressed as a percentage of male median salaries as this is the Equality and Human Rights Commission (EHRC) recommended approach. The intention is to solely use this approach in future.

## 4 Analysis

Table 1

Payband	Number of Males	Number of Females	Median Base Salary	Median Base Salary Male	Median Base Salary Female	Base Salary % Pay Gap F as % of M	Base Salary % Pay Gap F as % of Overall Median 2015	Base Salary % Pay Gap F as % of Overall Median 2014
Directors	47	10	£153,750	£153,750	£153,500	-0.2%	-0.2%	-3.6%
Band 5 and Equivalent	181	46	£99,760	£99,500	£100,000	0.5%	0.2%	-0.03%
Band 4 and Equivalent	735	268	£72,371	£73,000	£70,471	-3.6%	-2.7%	-2.6%
All Senior Managers	916	314	£75,000	£75,731	£72,610	-4.3%	-3.3%	-3.4%

- 4.1 Across broad paybands containing a number of different roles with differing market rates, some degree of difference is expected to occur. This is one of the reasons to use the EHRC minimum threshold of five per cent as an indicator of any potentially significant pay differential.
- 4.2 Table 1 demonstrates all variances at the Payband levels shown are within the five per cent tolerance range, with most variances actually improving from last year's position for the female median compared with the combined median measure.
- 4.3 The gap remains within the five per cent tolerance range using the EHRC recommended measure of female median as a percentage of male median; although, with the gap expressed in this way it shows as being wider at senior manager level (4.3 per cent) than under the combined median approach.

**List of appendices to this report:**

None

**List of Background Papers:**

None

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