

Mr Michael Josem

Manx TaxPayers' Alliance
Merchants House
24 North Quay
Douglas
Isle of Man
IM1 4LE

Government Office
Douglas
Isle of Man
IM1 3PN
Telephone: (+44) 01624 686244
Website: www.gov.im/co

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Dear Mr Josem

We write further to your request which was received on 10 January 2023 and which states:

"I request a copy of records which show gender pay disparity for the Cabinet Office, and also for other parts of the Isle of Man Government which the Cabinet Office holds."

Our response to your request is as follows:

The figures in the table below represent the difference in the average hourly remuneration paid to men and women, as recorded for each area in the Isle of Man Government Human Resources system.

The table comprises Department, Boards and Offices of varying sizes, ranging from a department with several thousand staff to a small office with only two employees. For context, a headcount snapshot for each area is provided, this being a measure of the number of individual staff within an area who work full or part-time hours, excluding casual workers, at a point in time.

Average hourly pay for men and women has been calculated by adding all hourly rates for male and female staff in each area and dividing each figure by the number of positions held by men and women respectively.

Where average hourly pay is higher for women it is indicated on the table by a plus sign against the difference in average hourly rate.

It is important to note that there has been no adjustment for the number of men and women employed in each area or their grades or occupations; neither do the figures indicate the gender of the highest paid individuals in an organisation. Men and women in equivalently graded roles receive the same rates of pay within an agreed payscale.

The hourly rate is calculated to include guaranteed basic enhancements that contribute to employee salary such as personal protection of pay, but this does not include enhancements that may increase the hourly rate for overtime purposes.

All staff and all staff grades have been included in the response. Casual positions are excluded from the data, as are any staff without a salary in the HR system. Where a figure has not been provided, there is no mix of male and female staff within that area.

Area	Difference in average hourly rate	Headcount snapshot
Cabinet Office	£3.35	398
Communications & Utilities Regulatory Authority	£17.40	6
Department for Enterprise	£7.20	185
Department of Education Sport and Culture	£5.92	2461
Department of Environment Food and Agriculture	£1.98	202
Department of Health and Social Care	£2.30	30
Department of Home Affairs	£1.41	571
Department of Infrastructure	£0.88	892
Financial Intelligence Unit	£10.71	15
Financial Services Authority	£6.53	88
Gambling Supervision Commission	£3.41	29
General Registry	£4.65	48
H.M. Attorney General's Chambers	£8.84	82
Industrial Relations Service	+£5.24	5
Information Commissioner	£18.90	5
Manx Care	£6.85	2956
Manx National Heritage	+£0.08	78
Public Sector Pensions Authority	£2.15	18
Treasury	£0.66	346
Veterans Welfare Service	NA	2

For advice and assistance, the following information provides further context:

Prior to the implementation of the final stages of the Equality Act 2017, the Office of Human Resources in conjunction with trade unions recognised by the Public Services Commission (PSC), undertook a significant grading exercise for those employees working under the Manual & Craft Terms and Conditions to allow their transfer into the PSC.

This exercise was primarily undertaken to ensure compliance with equal pay provisions within the Act. The Act states that if a person's work is of equal value to another person's, they should receive equal pay.

Government's policy on promoting equal opportunities can be viewed here: <https://hr.gov.im/media/1308/eo-handbook-updated-2018.pdf>

This document sets out Government's equality, diversity and inclusion recruitment principles: <https://hr.gov.im/media/1722/isle-of-man-public-service-equality-diversity-and-inclusion-recruitment-principle-260521.pdf>

Pay scales for roles within the Public Services Commission are set out on the OHR website and can be viewed via this link: <https://hr.gov.im/salary-leave-and-pay/pay-scales/>

Where a role is recruited to, starting salary and annual leave on appointment are determined by reference to objective procedures set out in IOM Government policy: <urn40salaryandannualleaveon.pdf> (gov.im)

The successful individual would normally commence on the minimum point of the salary scale for the role appointed to, but this may vary based on factors such as:

- relevant experience and/or qualifications the individual will bring to the role
- individual's salary in existing role

Public Services Commission pay scales and policies are not determined by reference to a person's gender.

Your right to request a review

If you are unhappy with this response to your freedom of information request, you may ask us to carry out an internal review of the response, by completing a complaint form and submitting it electronically or by delivery/post.

An electronic version of our complaint form can be found by going to our website at <https://services.gov.im/freedom-of-information/Review> . If you would like a paper version of our complaint form to be sent to you by post, please contact me and I will be happy to arrange for this. Your review request should explain why you are dissatisfied with this response, and should be made as soon as practicable. We will respond as soon as the review has been concluded.

If you are not satisfied with the result of the review, you then have the right to appeal to the Information Commissioner for a decision on;

1. Whether we have responded to your request for information in accordance with Part 2 of the Freedom of Information Act 2015; or
2. Whether we are justified in refusing to give you the information requested.

In response to an application for review, the Information Commissioner may, at any time, attempt to resolve a matter by negotiation, conciliation, mediation or another form of alternative dispute resolution and will have regard to any outcome of this in making any subsequent decision.

More detailed information on your right to a review can be found on the Information Commissioner's website at www.inforights.im.

Should you have any queries concerning this letter, please do not hesitate to contact me.

Further information about freedom of information requests can be found at www.gov.im/foi.

I will now close your request as of this date.

Yours sincerely

Bryan Douglas
Information Governance & Corporate Services Officer