

Marie Curie Gender Pay Gap Report – April 2022

What is the Gender Pay Gap?

The gender pay gap is a measure of workplace inequality, expressed in terms of a comparison between men's and women's average hourly rates of pay. It provides a framework within which gender pay gaps can be identified so that, both inside and outside of the workplace, employers and society at large can think constructively about why gender pay gaps exist and how we can all work to minimize them. The gender pay gap compares pay of all men and women across a workforce, without considering differences in job roles, experience, and qualifications.

The gender pay gap is not the same as 'equal pay' - paying men and women equally for performing identical roles - which has been a legal requirement since 1970.

The Gender Pay Gap focuses on the following measures:

GENDER REPRESENTATION	The number and proportion of men and women employed in the organization. While we report our Gender Pay Gap based on the government guidelines and comparison between men and women, we understand that this does not fully represent how all colleagues across the charity identify and our organization's commitment to supporting colleagues who are non-binary
MEAN TOTAL GENDER PAY GAP	This is best understood as the 'true' average of the hourly earnings of men and women – salaries for each gender are totalled and divided by the number of employees
MEDIAN TOTAL GENDER PAY GAP	The difference between the average hourly earnings of men and women – expressed through the salary that appears in the 'middle' for each gender
PAY QUARTILES	All salaries are ranked from highest to lowest and divided into four evenly sized groups. The percentage of men and women in each group is reported
BONUS PAY GAP	The difference between either gender, based on bonuses paid over the 12-month period before the snapshot date. As with Total Gender Pay Gap, this is reported on a median and mean
BONUS PROPORTIONS	The proportions of male and female employees who received bonus pay during the relevant period.

Our Results

Gender Pay Gap Results*

14.2%

Mean Hourly Rate

15.2%

Median Hourly Rate

Our Workforce

Women

86.3%
[2770]

Men

13.7%
[441]

Women and Men in each Pay Quartile

Quartile 1		Quartile 2	
W89%	M11%	W89%	M11%
[716]	[86]	[714]	[89]
Quartile 3		Quartile 4	
W87%	M13%	W80%	M20%
[698]	[105]	[642]	[161]

Data reflects the organization on the snapshot date of 5th April 2022. No data reported for Bonus Pay Gap and Bonus Proportions as such reward element are not part of Marie Curie Reward System

Our overall gender pay gap results are driven by the combination of the following factors: in general terms, women are overrepresented in all the quartiles and especially in the lower ones, where the proportion is approximately 90% women and 10% men. Such proportion is connected to the nature of the roles present in these quartiles (Nurse, Healthcare Assistant, Retail Assistants). The proportion of men in the organization instead increases in the highest quartile (Quartile 4, 20% men) and therefore, although we have relatively few male employees at any level of the organisation, more of those men are in senior roles which attract a higher pay.

Additionally, in comparison to the previous reporting period, the mean gender pay gap and the median gender pay gap increased, respectively by 0.7% and 1.0%. This increase is driven by the return to work, during the reporting period ending April 5th 2022, of a furlough cohort of employees in jobs which are part of the lower quartile and where the gender composition is predominantly female.

Our current and future efforts in closing the gap

During 2022 we kicked off initiatives which over time will positively impact our gender pay gap, including:

- ✓ New Marie Curie Terms and Conditions for Clinical and Clinical Support – as of January 2023 we implemented a series of compensation and benefits related improvements for employees in Clinical and Clinical support roles, which have been modelled on the core components of the NHS Agenda for Change system.
- ✓ Flexible job design and inclusive practices – We promote and offer our people at every level, the flexibility to establish both work-life balance and a working pattern that is right for them and we maintain policies and practices that reflect the culture of inclusion we are striving for. Our workplace evolution initiative has seen more roles change from 5 days in the office to either flexible or fully remote roles.
- ✓ Inclusive leadership development – a series of actions which focused on the development of leaders and how they create and foster engagement and performance in an inclusive manner.

We are committed to addressing the Gender Pay Gap and are aware that it will take time for our efforts to be reflected in the reported figures. Our efforts in the above-mentioned areas will continue in the upcoming years and they will be integrated with actions in the following areas:

- ✓ Talent Acquisition: we are about to start, in 2023, a project which aims at elevating our Talent Acquisition overall stream at all levels in the organisation, and which will strengthen the injection of EDI principles in our talent strategy, channels and processes to attract, recruit and retain people from diverse background in our future pipeline and succession.
- ✓ Re-benchmarking and enhancing our Family Friendly Policies to further increase their inclusivity.
- ✓ Kick off a review of our Job Grading methodology and structure in order to enhance our salary structures internal alignment and external comparison.