

Marie Curie Gender Pay Gap Report – April 2024

What is the Gender Pay Gap?

The gender pay gap is one way equality is measured in the workplace, 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.

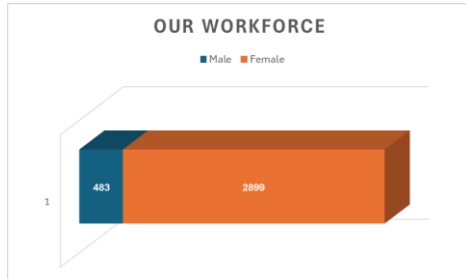
The Gender Pay Gap focuses on the following measures:

GENDER REPRESENTATION	The number and proportion of men and women employed in the organisation. While we report our gender pay gap based on the government guidelines and comparison between men and women, this does not fully represent how all colleagues across the charity identify, nor our organisation’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. The gap is measured by taking mean hourly rate for men minus mean hourly rate for women. Divide the result by the mean hourly rate for men, expressed as percentage.
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. The gap is measured by taking median hourly rate for men minus median hourly rate for women. Divide the result by the median hourly rate for men, expressed as percentage.
PAY QUANTILES	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 PROPORTION	The proportions of male and female employees who received bonus pay during the relevant period.

Our Gender Pay and Bonus Gap Results*

Our workforce:

Women: 85.7% (2,898) Men 14.3% (484)



Pay Gap:

Mean: 14.7% (in favour of men)

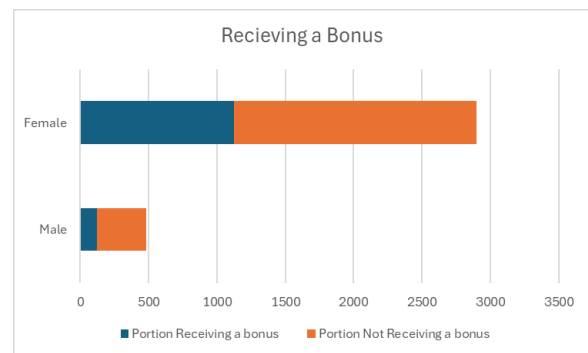
Median: 6.6% (in favour of men)

Bonus Gap:

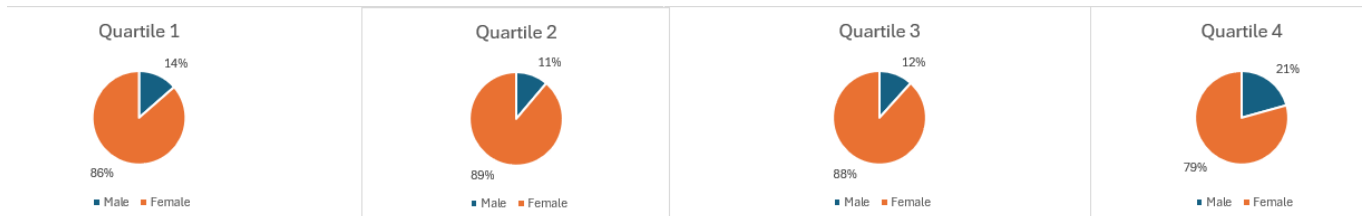
Mean: -4.8% (in favour of women)

Median: 0.0%

Portion of Women and Men receiving bonus: Women 35.8%; Men 23.6%



Women and Men in Each Pay Quartile



- **Quartile 1** Women 86% (730) Men 14% (115)
- **Quartile 2** Women 89% (751) Men 11% (95)
- **Quartile 3** Women 88% (746) Men 12% (99)
- **Quartile 4** Women 79% (671) Men 21% (175)

**Data reflects the organisation on the snapshot date of 5 April 2024. The bonus data for this reporting period reflects a) our Refer a Friend scheme (Recruitment Referral Scheme), b) our recruitment premiums for certain specialist roles in specific geographies, and c) a special bonus, COVID-related, awarded to employees in Wales & Northern Ireland for those on MC Clinical & Clinical Support T&Cs, which has been aligned in Marie Curie based on the NHS Agenda for Change related decisions.*

Analysis and Findings

We are pleased to report that our efforts since **2021** to close the gender pay gap have had a positive impact. During this period, the mean gap has reduced from 17.6% to 14.7%, a reduction of 2.9%, and the median gap has reduced from 14.6% to 6.6%, a reduction of 8%.

	2021	2022	2023	2024
Mean Gap	17.6%	14.2%	15.4%	14.7%
Median Gap	14.6%	15.2%	12.5%	6.6%

The key factor driving such significant decrease in the Gender Pay Gap is the introduction, in 2023, of a new and improved set of terms and conditions for the population in Clinical and Clinical Support roles, which enhanced the remunerations components for colleagues in these roles where 91% of the population is female.

While from 2023 to 2024 we observe a substantial decrease in the Gender Pay Gap Median (-5.9% from 2023 to 2024), the lower decrease in the Mean (-0.7%) is connected to the nature of this measure which is influenced by few extreme data (very high or very low), while the median provides a more standard representation of the typical employee's salary.

Additionally, our gender pay gap results are influenced by a combination of the following factors:

1. **Over-representation in Quartiles:**

- Women are overrepresented in all quartiles, especially in the lower ones.
- In these lower quartiles, approximately **90%** of employees are women, while only **10%** are men.
- The overrepresentation is connected to the nature of the roles in these quartiles which research shows, are still closely associated with women, including positions like **Nurses, Healthcare Assistants, and Retail Assistants.**

2. **Proportion of Men increases in Upper Quartile:**

- As we move up to the highest quartile (quartile 4), the proportion of men increases to 21%.
- Although we have relatively few male employees overall, more of these men hold senior roles, which are associated to higher pay.

As in previous years, **our Bonus Pay Gap continues to be favourable for our female population.** While Marie Curie has no bonus structure, there are 2 remuneration components that falls under the bonus definition of the Gender Pay Gap Reporting: a) our Recruitment Referral Scheme ("Refer a friend") and b) a special lump sum in respect of working contracted hours during Covid pandemic for Healthcare Workers in our clinical and clinical support population, which has been paid out in the reporting period in alignment with the NHS practice. While the pay-out related to these components are equal for both the male and female population, during 2024, they impacted predominantly female colleagues, resulting in a negative bonus pay gap mean (more favourable for women) and in a 0.0% median (no gap between male and female).

Our Current and Future Efforts in Closing the Gap

During 2024 we continued with a series of initiatives, summarised below, which over time will positively impact our gender pay gap.

For colleagues on **Marie Curie Clinical and Clinical Support Terms and Conditions** (approx. 2100 colleagues, of which approx. 92% were women) we continued implementing annual salary increases in alignment with similar roles in the NHS. The average increase for this population in 2024 has been 5%.

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 five 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 new Talent Acquisition function supports our ongoing Reward efforts to reduce the gender pay gap by improving fair hiring practices and processes, provision of advisory to Hiring Managers on salary offers, continued promotion of pay transparency in job adverts and enhanced technology to assess the diversity of our candidate pipelines and subsequent success of our attraction channels. In 2025 we will also start the roll-out of a series of enhancements in our Performance Management framework which will reinforce embedding best practices in the areas of Diversity and Inclusion in our organization.