



Llywodraeth Cymru
Welsh Government

E-mail request

Our ref: ATISN 15383
Date: 10 September 2021

Dear

ATISN 15383

Thank you for your request which I received on 4 August 2021. As outlined in my acknowledgment letter, in referring to the Welsh Civil Services, I have interpreted your request as meaning Welsh Government. The information against each of the questions you submitted is contained at Annex 1 to this letter.

If you are dissatisfied with the Welsh Government's handling of your request, you can ask for an internal review within 40 working days of the date of this response. Requests for an internal review should be addressed to the Welsh Government's Freedom of Information Officer at:

Information Rights Unit,
Welsh Government,
Cathays Park,
Cardiff,
CF10 3NQ

or Email: Freedom.ofinformation@gov.wales

Please remember to quote the ATISN reference number above.

You also have the right to complain to the Information Commissioner. The Information Commissioner can be contacted at:

Information Commissioner's Office,
Wycliffe House,
Water Lane,
Wilmslow,
Cheshire,
SK9 5AF.

However, please note that the Commissioner will not normally investigate a complaint until it has been through our own internal review process.

Yours sincerely

Annex 1

Details of pay grades and typical roles within each pay grade.

- The attached table details pay grades. The Welsh Government has a very broad range of responsibilities and individual roles vary considerably, from planning officers through to sea fisheries inspectors, lawyers, care inspectors and family court advisers. There are, therefore, no typical roles within each pay grade.

The numbers of male and female employees at each pay grade.

- The attached table details the number of male and female staff at each pay grade as at 31 July 2021.

Welsh Government Staff (Full Time Equivalent) - 31 July 2021

Grade	Salary Range	Female	Male	Total
Team Support	£20,500-£23,830	368.5	253.5	622.0
Executive Officer	£25,030-£28,850	538.4	409.4	947.8
Higher Executive Officer	£30,600-£37,410	868.1	490.4	1,358.5
Senior Executive Officer	£39,310-£47,000	708.4	494.2	1,202.6
Grade 7	£50,870-£60,830	437.5	393.5	831.0
Grade 6	£63,880-£74,730	102.1	121.7	223.8
Senior Civil Service	£71,000-£140,000	67.2	88.9	156.1
Other*	-	11.4	19.4	30.8
Total		3,101.6	2,271.0	5,372.6

*staff not assigned to specific grades and salaries dependent upon individual responsibilities

The average salaries for male and female employees for each pay grade including any bonus or other payments provided separately.

- The attached table details the average salaries for male and female employees for each pay grade as at 31st March 2021. The Welsh Government has not made any performance related variable or bonus payments to employees since 2013.

	Female	Male
Team Support	£23,310.17	£23,225.93
EO	£28,665.73	£28,640.94
HEO	£36,718.93	£36,601.12
SEO	£46,325.85	£46,294.92
G7	£58,775.74	£59,380.84
G6	£73,056.82	£73,550.05
SCS	£86,408.56	£92,589.27

Details of and outcomes of any pay reviews that have considered salaries according to gender and any measures introduced to remedy any discrepancies.

- The Welsh Government's gender pay gap is calculated annually and published in our Pay Policy Statement and Annual Employer Equality Report. Alongside this, we publish a narrative explaining changes to the figure from the previous year and the action being taken to reduce and ultimately eradicate the gap. The organisation's gender pay gap as at 31st March is 7.37%, an increase from 5.53% in March 2020.
- While the organisation employs more women than men overall, they are not evenly spread across the grades. The majority of staff at lower grades are women. This was exacerbated in 2020-21 by the large number of women who joined the organisation at apprentice and Team Support level. This, coupled with the retirement and resignation of a number of very senior women, led our gender pay gap to increase for the first time in several years.
- In previous years, we have been able to reduce our gender pay gap by targeting pay awards at our lower paid staff – for example the 2019-20 pay award focused on the Welsh Government's priorities around fair work and lower paid staff and staff at lower grades received a higher percentage salary increase than more senior staff. The 2020-21 pay award was the same percentage to staff at all grades so did not help us to reduce the gender pay gap.
- The increase in the gender pay gap this year is disappointing. We will continue to take action to address this by supporting women at all levels of the organisation to develop and further their careers, and continuing to strive for a gender balanced Senior Civil Service.