

## **Gender Pay Gap**

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My name is Janice Sibbald and I am an employment law adviser in a mutual indemnity organisation for doctors and dentists within the UK called MDDUS. I have 20 years post graduate experience in HR working for The Royal Bank of Scotland and Shell prior to my current role. I have recently completed a Master's degree in employment law.

My thoughts on the matter are there are historical differences in pay between men and women that hopefully over time can be eradicated with proper pay policies that focus more on the pay rate for the role and not the gender of the employee.

In the past if an organisation did not have proper pay scales then the prospective employee could command whatever pay they wished which automatically led to perpetuating higher salaries for men. In addition to this, women receive indirect sex discrimination as they in general, tend to be the main carers for children. Therefore a combination of a large portion of time out of the workplace and a possible inability to take on additional responsibility or work additional hours equates to men being more likely to be promoted into higher roles and therefore command higher salaries. Men's salaries would continue to increase year on year whilst they remain in the workplace.

Again one does not wish to generalise but women have had a tendency in the past to take on more administrative as opposed to managerial posts, once again leading to gender pay gaps.

Many organisations do not have clear pay structures where cap salaries when someone reaches the top of their scale. Again this adds to male salaries increasing year upon year.

An organisation has to have all HR policies talking to one another. Therefore the pay policy has to be linked not just to recruitment but to training and development and internal promotion and the function of HR should ensure that relevant reporting is carried out to question patterns and ensure no disparity in pay due to gender.

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