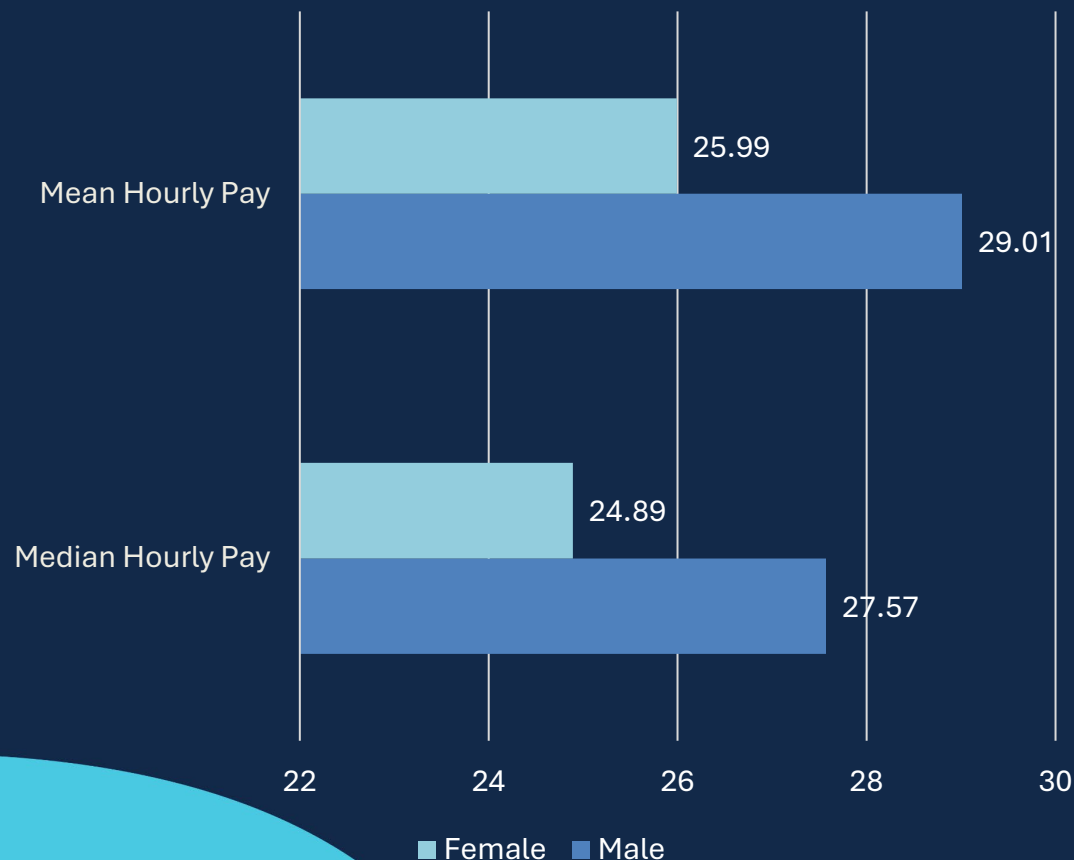


Gender Pay Gap 2024/25

About equality pay reporting

- All employers with 250 or more employees are required to publish their gender pay gap data, however ethnicity pay gap is not legally mandated yet.
- MIAA (a hosted service, part of Liverpool University Hospitals) is choosing to review and report on both of these as part of our commitment to go beyond compliance, in line with our EEDI strategic ambitions.
- The gender pay gap is the difference between the average pay of men and women in an organisation. The ethnicity pay gap is the difference between average pay between the different ethnicity characteristics recorded for staff on ESR.
- We are reporting our ethnicity pay gap data at a senior level internally but due to the small number of employees, data may be personally identifiable and therefore this ethnicity pay gap data is not being published externally.
- MIAA is part of a statutory NHS body which does publish under the regulations - [EDI_Annual_Report_24-25.pdf](#)



Hourly Gender Pay Gap

In MIAA, when comparing mean (average) hourly pay, women's mean hourly pay is 10% (11%, 23/24) lower than men's.

In MIAA, women earn 90p (86p, 23/24) for every £1 that men earn when comparing median hourly pay.

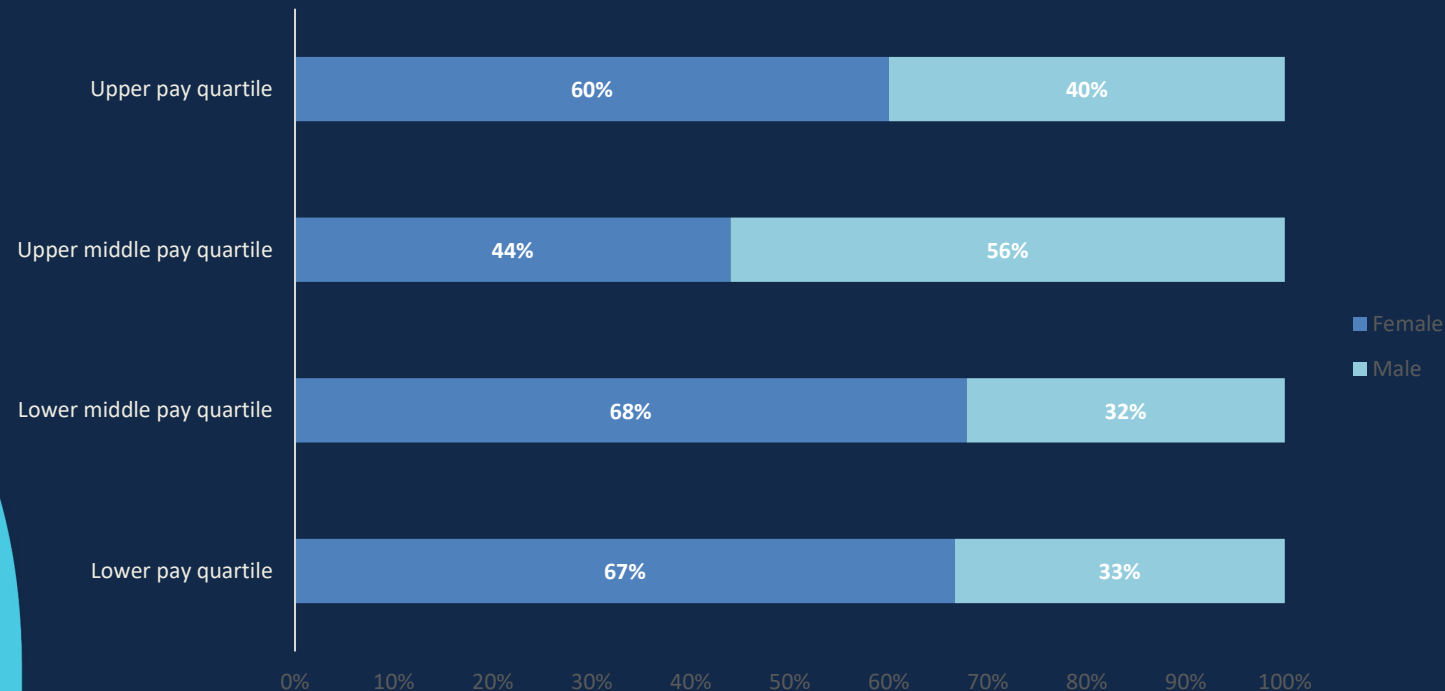
This is not the difference in pay between men and women for doing the same job as Agenda for Change ensures that all staff (regardless of gender) are paid the same amount for the same level of work.

Women make up 60% (59%, 23/24) of MIAA workforce.
Of our 18 (15, 23/24) part-time staff, 83% (95%, 23/24) of them are women.

The percentage of women in each pay quarter

In MIAA, women occupy 60% (61% 23/24) of the highest paid jobs, and 67% (69% 23/24) of the lowest paid jobs.

Women are 60% (59% 23/24) of MIAA workforce, therefore the upper middle quartile appears to be the least representative of gender split which should be considered by managers alongside appraisal, personal development and talent management conversations.



Bonus Gender Pay Gap

Bonus pay is not paid to any employees of MIAA – all staff are employed on national Agenda for Change NHS contracts