

Gender Pay Gap Report

Introduction

In all aspects of employment, Fakeeh College for Medical Sciences (FCMS) is dedicated to equality, fairness, and non-discrimination. The College has assessed its pay structure in accordance with good governance practices to evaluate the gender pay discrepancy among its employees.

Methodology and Scope

At FCMS, the gender pay gap assessment was conducted by reviewing:
Salary scales approved by the institution

- Academic and administrative staff employment contracts
- Grades and allowances
- Institutional policies managing recruitment, promotion, and benefits.

Every employee in leadership, administrative, and academic roles was included in the analysis.

Definition of Gender Pay Gap

The gender pay gap represents the difference in average remuneration between male and female employees, expressed as a percentage of average male remuneration, across comparable roles and grades.

Gender Pay Gap Analysis

Academic Staff

The analysis of academic staff remuneration indicates that observed variations in average pay are primarily attributable to:

- Differences in academic rank
- Length of service and experience
- Clinical teaching responsibilities

No gender-based pay disparities were identified within equivalent academic ranks and comparable roles.

Administrative Staff

For administrative and professional staff, remuneration differences reflect:

- Job grade and level of responsibility
- Managerial or supervisory scope
- Professional experience and market scarcity

Salary comparisons within the same grades and roles demonstrate consistency across genders.

Leadership and Management Roles

Leadership and senior management remuneration is governed by:

- Institutional role profiles
- Strategic responsibilities
- Market benchmarking

The variations observed are linked to role scope and experience rather than gender-based differentiation.

Findings

The review verified that:

- At FCMS, there is no gender pay gap at FCMS.
- There is no gender-based gap in compensation, benefits, or allowances; salary scales are standardized and applied consistently.
- The following factors determine how much male and female employees are paid:
 - Job role and responsibilities
 - Academic or professional qualifications
 - Years of experience
 - The institutional grading system and pay scale

At FCMS, pay decisions are made without regard to gender and are strictly governed by standardized policies and procedures applied equally to all employees.

Institutional Controls and Governance

The FCMS guarantees equal compensation through:

- Standardized salary scales and grade structures.
- Equitable and transparent recruitment and promotion Policies and Procedures.
- Structured policies and Procedures.
- Multi-level HR and Finance review processes
- Senior management oversight and approvals
- Frequent internal audit of salaries, benefits and compensation practices.

The College upholds a workplace that encourages fairness, inclusiveness, and equal opportunity for all employees.

Conclusion

FCMS confirms that it maintains pay equity across genders, with male and female employees earning the same average salaries. This demonstrates the institution's commitment to equity, inclusivity, and global best practices in higher education employment.

