



Gender Pay Gap Report 2017-2018

Introduction



It became mandatory on 31 March 2017 for organisations with over 250 employees to report annually on their gender pay gap. The data will be published on an annual basis for all employees at Primary Care 24, including all clinical and non-clinical staff.

Context

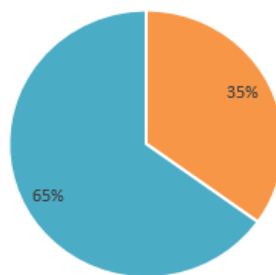


PC24's gender pay gap report has been calculated in line with government regulations.

The gender pay gap is different to equal pay. Equal pay deals with the pay differences between men and women who carry out the same jobs, similar jobs or work of equal value. It is unlawful to pay people unequally because they are a man or a woman.

GENDER PAY GAP DATA

PC24 Gender Make Up

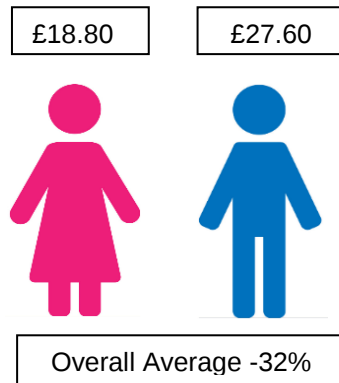


Male Female

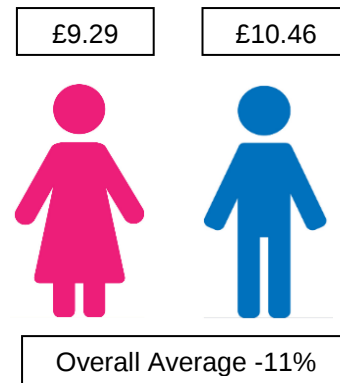
65% of the total PC24 workforce is female (unchanged from the previous year).

GENDER PAY GAP DATA

1. Gender pay gap as a mean



2. Gender pay gap as a median



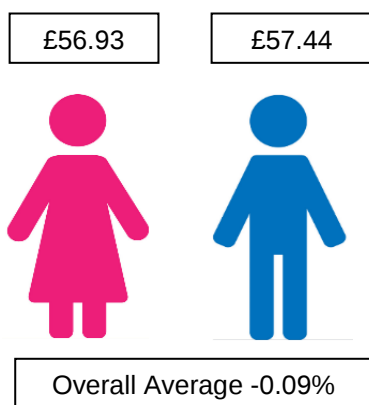
PROPORTION OF MALES AND FEMALES ACCORDING TO QUARTILE PAY BANDS

Upper Quartile		36 (48%)		39 (52%)
Upper Middle Quartile		59 (78%)		17 (22%)
Lower Middle Quartile		47 (64%)		27 (36%)
Lower Quartile		53 (71%)		22 (29%)

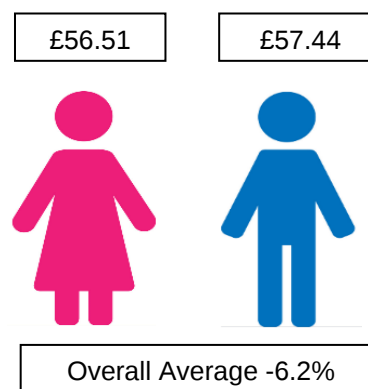
BREAKDOWN BY STAFF GROUP DATA

Clinical, Management and Administration roles

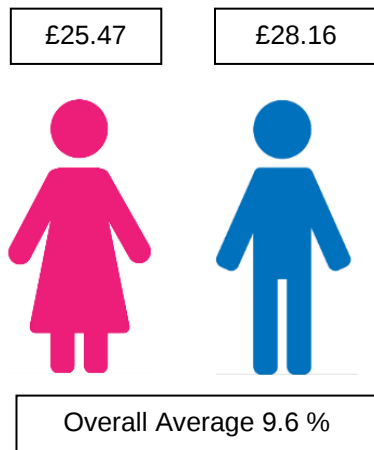
Clinical pay gap as a mean average



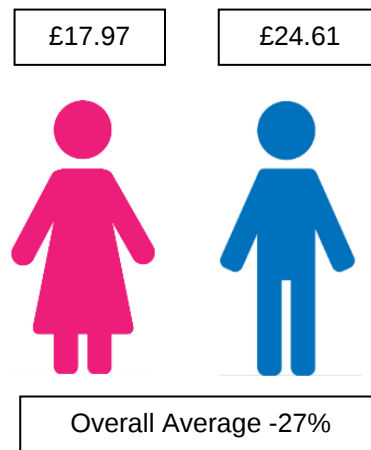
Clinical pay gap as a median average



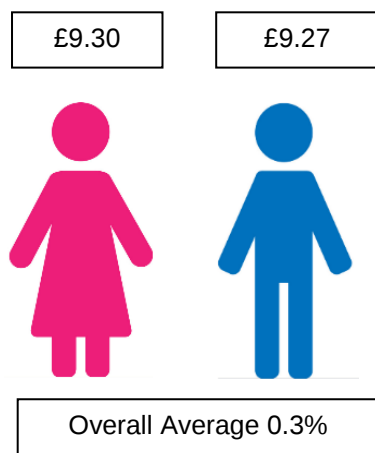
Managers pay gap as a mean average



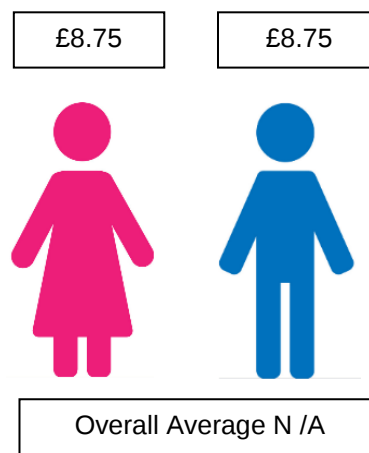
Managers pay gap as a median average



Administrators pay gap as a mean average



Administrators pay gap as a median average



Findings

- ✓ The gender mean and median pay gap based on an hourly rate of pay in figures 1 and 2 show that overall the gender pay gap is 32% (mean), reduced by 3% from 2017 / 2018, 11% (median) gap which has increased by 11% from 2017/2018.
- ✓ There are more males in the upper quartile of the organisation.
- ✓ When comparing gender pay gap within staffing categories, the differentials are smaller. However as the seniority of staff increases, the gap also increases.

To Note

- Figures are expressed as a % female earnings to male earnings
- Data includes Associate GP's who are classed as workers for gender pay reporting purposes
- GP (Clinical Group) salaries increase with the number of years' experience