

**Nurseplus Gender Pay Gap 2018**

The UK Government introduced new reporting regulations under the Equality Act 2010 requiring companies with over 250 employees to disclose their gender pay gap annually from April 2017.

This report sets out our results in the year to April 2018 and have been calculated in line with the regulations.

I confirm that these figures have been verified and are accurate.

**Stuart Cook, Finance Director**

**Gender Pay Gap Explained**

The gender pay gap is the difference in the average hourly wage of all males and females across a workforce. If females do more of the less well-paid jobs within an organisation than males, the gender pay gap is usually bigger.

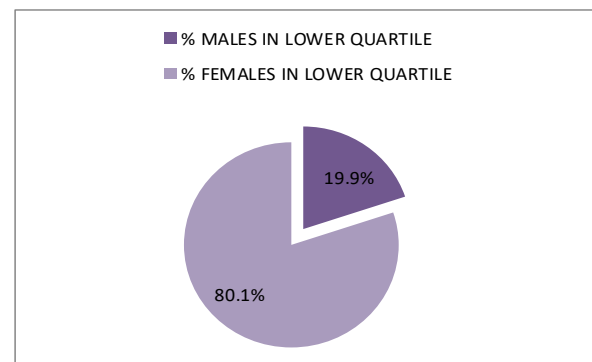
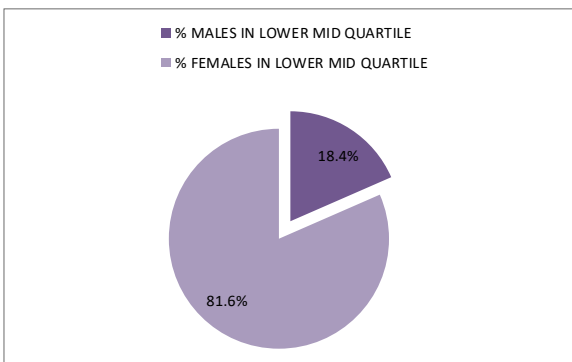
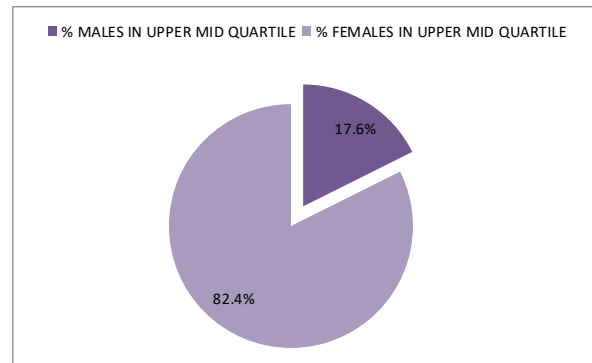
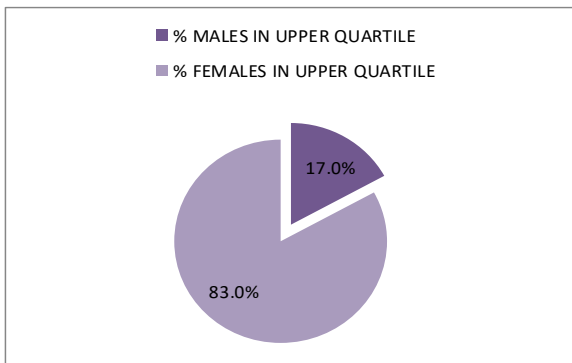
The gender pay gap is not the same as unequal pay which is paying males and females differently for performing the same (or similar) work. Unequal pay has been unlawful since 1970.

**Our Gender Pay Gap**

- The median hourly pay difference between male and female workers is 0.2% which compares very favourably with the median pay gap of 18.1% across all sectors of the UK economy (source: Office for National Statistics).
- Our mean hourly average pay difference between male and female workers is -1.2%.

**Our Pay Quartiles**

Details of each proportion of males and females in each pay quartile are below and each quartile contains 987 workers:



The pay quartiles show that we have a significant majority of females in our business.

We have a fair and consistent approach to recruiting that is based on the ability of the individual to carry out the work.

### Our Bonus Pay

- The biggest division of our permanent workforce is Operations in which workers are generally eligible to receive a bonus or incentive based on branch performance. However, there are other opportunities for workers to receive a bonus or incentive.
- The mean bonus pay difference is  $-24.4\%$  and the median bonus pay difference is  $-31.9\%$ . This variance is due to the greater proportion of females within the business and females in roles which are generally eligible for bonuses or incentives.
- The proportion of males receiving any bonus was  $8.6\%$  compared to females at  $9.6\%$ .

### Findings

- The gap in both our mean and median pay is fairly equal as the result of a fair and consistent approach to recruitment and reward. This findings are similar to last year.
- The gap in both our mean and median bonus is significantly favourable towards females. However, this is an industry with a high proportion of females and was the expected result. The findings are similar to last year, although the median gender bonus gap has been notably reduced, with results showing a higher proportion of staff now receiving a bonus.

### Tackling the gender pay gap

- Our analysis of pay levels for comparable roles continues to show that males and females are paid fairly and appropriately for work of equal value.
- Our business model continues to allow massive flexibility on the hours that our temporary workforce choose to work, allowing huge opportunities for flexible and part-time working.
- Our business continues has a significant number of females working in senior management roles.
- The results from this year's analysis suggest that the business should continue with its effective model for recruitment and reward, and continue to ensure that the pay gap continues to be marginal. There is no cause for immediate corrective action based on these results.