

OPPORTUNITY

IS AROUND THE CORNER

**Network
Healthcare**
health and social care



GENDER PAY GAP REPORT

APRIL 2018



www.networkhsc.co.uk

WHO ARE WE?

Network Healthcare Professionals Ltd, established in 2001, are a specialist healthcare recruiter helping candidates and clients find recruitment solutions in the health and social care sectors.

The company is part of Pertemps Network Group. Starting off life in 1961, Pertemps has grown to become the UK's largest independent recruitment company in the UK. The Network Group is made up of niche companies, each offering high quality recruitment solutions to a wide range of industries in the UK and overseas.

We believe everyone should be given equal opportunities regardless of gender. We are proud to offer fair, unbiased pay to all our employees and are committed to fairness, equality and inclusion in the workplace.

We aim to attract and retain the best talent,

enhance employee satisfaction and reward high achievers. To support this, we make sure our pay is gender neutral. Pay is based on an employee's job role and experience. No other influences, such as gender, are relevant.

It is important to understand the difference between equal pay and the gender pay gap. Equal pay issues occur when men and women are paid differently despite having the same responsibilities.

The gender pay gap is a more complex issue that compares the average earnings of men and women in the same organisation, shown in a percentage format. By monitoring the gender pay gap, organisations can act to reduce it.

We are proud of our diverse workforce and of our employees who inspire and motivate one another every day.

2017 GENDER PAY GAP REPORT

Although Network Healthcare Professionals Ltd have relatively small permanent teams in our offices located in and around the UK, due to the size of our temporary workforce we are obliged to report the Gender Pay Gap and have used the calculation requirements set out in The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017. This means that our figures are representative of both our permanent staff and contingent workforce who work on assignment for our clients. As an employment business we adhere to relevant legislation including the Agency Workers Regulations 2010.

As at 5th April 2017, Network Healthcare Professionals Ltd had a mean pay gap of 16.6% and a median pay gap of -4.2%. Our pay quartiles show a higher percentage of female to male in each area which can be attributed to the healthcare and social care sectors. Caring roles within the industry are primarily undertaken by women and are underrepresented by males.

The bonus figures show that 1.7% of men received a bonus and 1.6% of females received a bonus however these figures are somewhat distorted as they are based on both permanent and contingent numbers. When reviewing the bonuses of permanent staff however, 37.5% of males received a bonus and 40.7% of females received a bonus. Although there is little difference in the % of males and females receiving a bonus the mean and median differences are due to a higher number of females engaged in lower level jobs where bonus payments are lower than those in higher level jobs. Bonuses are purely reflected on performance within the business.

GENDER PAY GAP MONITORING AND REVIEW

Whilst we will continue to monitor our Gender Pay Gap, Network Healthcare Professionals Ltd will continue to make every effort to recruit a diverse range of people and are fully committed to equality in the workplace.

As Group HR Director, I can confirm the information contained herein is accurate.



Tracy Evans

DIFFERENCE IN HOURLY RATE



WOMEN'S MEAN HOURLY RATE IS 16.6% LOWER THAN MEN'S

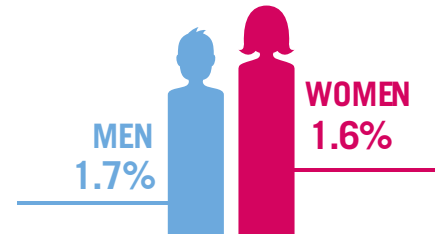
In other words when comparing mean hourly rates, women earn 83p for every £1 that men earn.



WOMEN'S MEDIAN HOURLY RATE IS 4.2% HIGHER THAN MEN'S

In other words when comparing median hourly rates, women earn £1.04 for every £1 that men earn.

WHO RECEIVED BONUS PAY



DIFFERENCE IN BONUS PAY



WOMEN'S MEAN BONUS PAY IS 61.7% LOWER THAN MEN'S



WOMEN'S MEDIAN BONUS PAY IS 56.5% LOWER THAN MEN'S

PROPORTION OF WOMEN IN EACH PAY QUARTILE

