Gender Pay Report 2018
Agenda.

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01. **Introduction**

This is the Gender Pay Report for Mayday Healthcare Plc. This report will be showing:

- **Our Gender Pay Gap**
- **Our Bonus Pay Gap**
- **Narratives regarding the information**
- **What we are doing to reduce our Gender Pay Gap**
At Mayday Healthcare Plc we pride ourselves on diversity and equality, and as part of this, on minimising our gender pay gap as much as possible.

We are confident that we have equal pay within our company and that our male and female employees who are in the same role are paid equally. However, we do have a gender pay gap which we will be working on reducing every year.

As one of the largest independent recruitment agencies in the UK, we understand that it is crucial to report on our gender pay gap so that it can be addressed, and so that our staff, clients and candidates have complete clarity about our companies.

Anna Cooper
HR Director

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In April 2017, new legislation came into force that required all companies with 250 or more employees to publish their gender pay gap.

The gender pay gap is the difference between the hourly rate of male and female employees and is expressed as a percentage.

This differs to equal pay, which ensures that male and female employees are paid equally for doing the same work.

Nationally, one of the biggest reasons for the gender pay gap is that men are more likely to be in more senior roles, which are naturally paid more highly.
Mayday Healthcare Plc is the largest of our nursing agencies and specialises in both framework and non-framework nursing requirements.

As you will see in the analysis there are a higher number of female employees in every quartile compared to males. This is because we do get a very high number of females applying for our nursing roles and for jobs such as midwives and healthcare assistants. Mayday have worked hard this year on reducing their gender pay gap and it has really improved. Our mean and median gender pay percentages have decreased, and have brought the gap much closer together. In addition to this, we had a higher number of females receiving a bonus this year, and we have an increased number of females in our upper and upper middle quartiles so you can see that we are moving female employees into the higher paid quartiles.

Mayday Healthcare are continuing to take on a lot of apprentices as they want to help the younger generation on their way into full time employment and this creates a pay gap as an apprentice's salary is lower than a full time employee that is not in an apprenticeship.
**Analysis**

**Gender Pay Gap**
- Mean: 18.1%
- Median: -1.6%

**Bonus Pay Gap**
- Mean: 68.8%
- Median: 68%

12.2% of females received a bonus
25.4% of males received a bonus
05. Reducing the Gap

As a company, we have been working hard to reduce our gender pay gap and this is starting to take place. We will continue our efforts in reducing our gender pay gap. We are now able to, with the Apprenticeship Levy, put our existing staff on to courses to help them progress and move in to more senior positions within the company. We currently have a number of our staff completing courses and increasing their skill levels.

We also now have a female on our Board of Directors and we have a number of our female senior managers working towards becoming Associate Directors. This will help to reduce the gender pay gap because there will be more female employees in the senior, higher paid positions.

We will be reviewing our flexible working policies to be able to give the best employment circumstances we can to anyone who needs to work flexibly, and also those returning from maternity, paternity, parental and long term sick leave.
THANK YOU

“There is nothing wrong with change, if it is in the right direction”
- Winston Churchill