

Gender Pay Report 2017



Agenda.

- 01 Intro**
- 02 Written Statement**
- 03 About Gender Pay Reports**
- 04 Mayday Healthcare Plc**
- 05 Reducing the Gap**

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

02.

Our Statement

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

03.

About Gender Pay Reports

In April 2017, new legislation came in to 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.

04.

Mayday Healthcare Plc

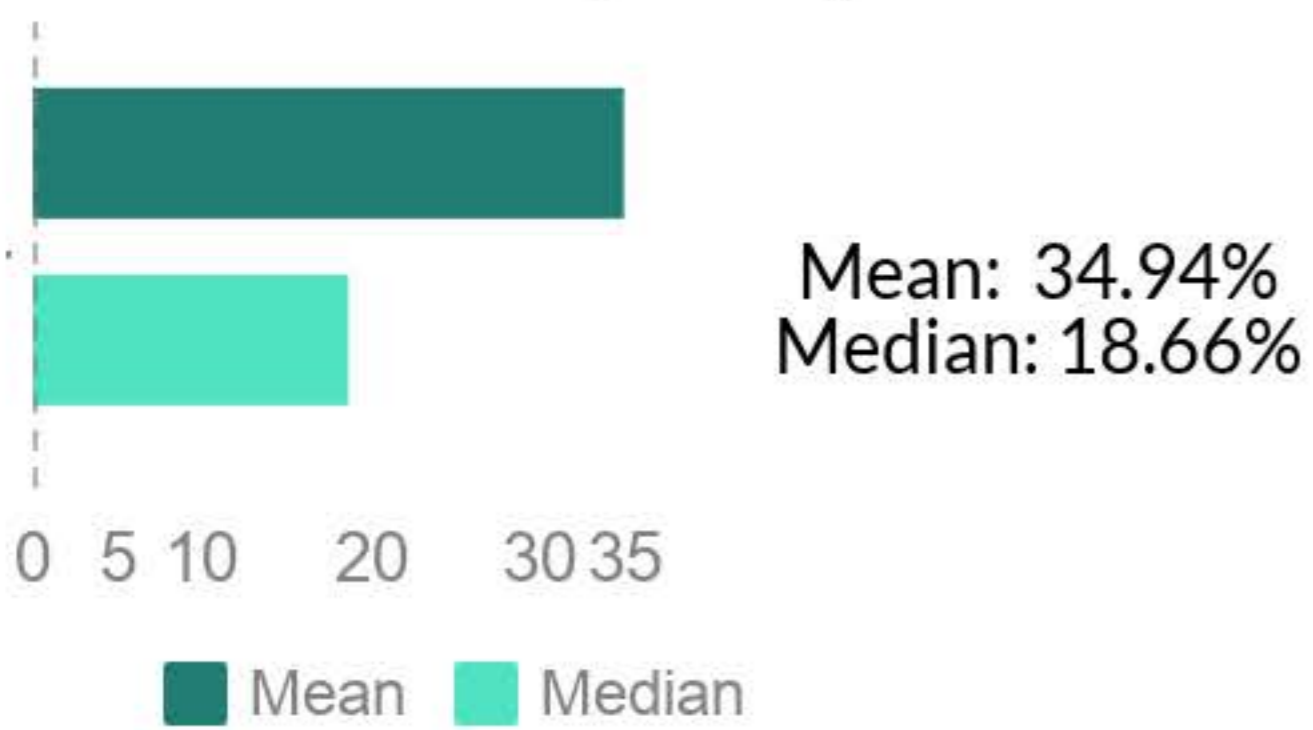
Mayday Healthcare Plc is the largest of our nursing agencies and specialises in both framework and non-framework nursing requirements.

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. However, we have found that in both our internal and our external roles, the more senior positions are held by men which creates a gender pay gap.

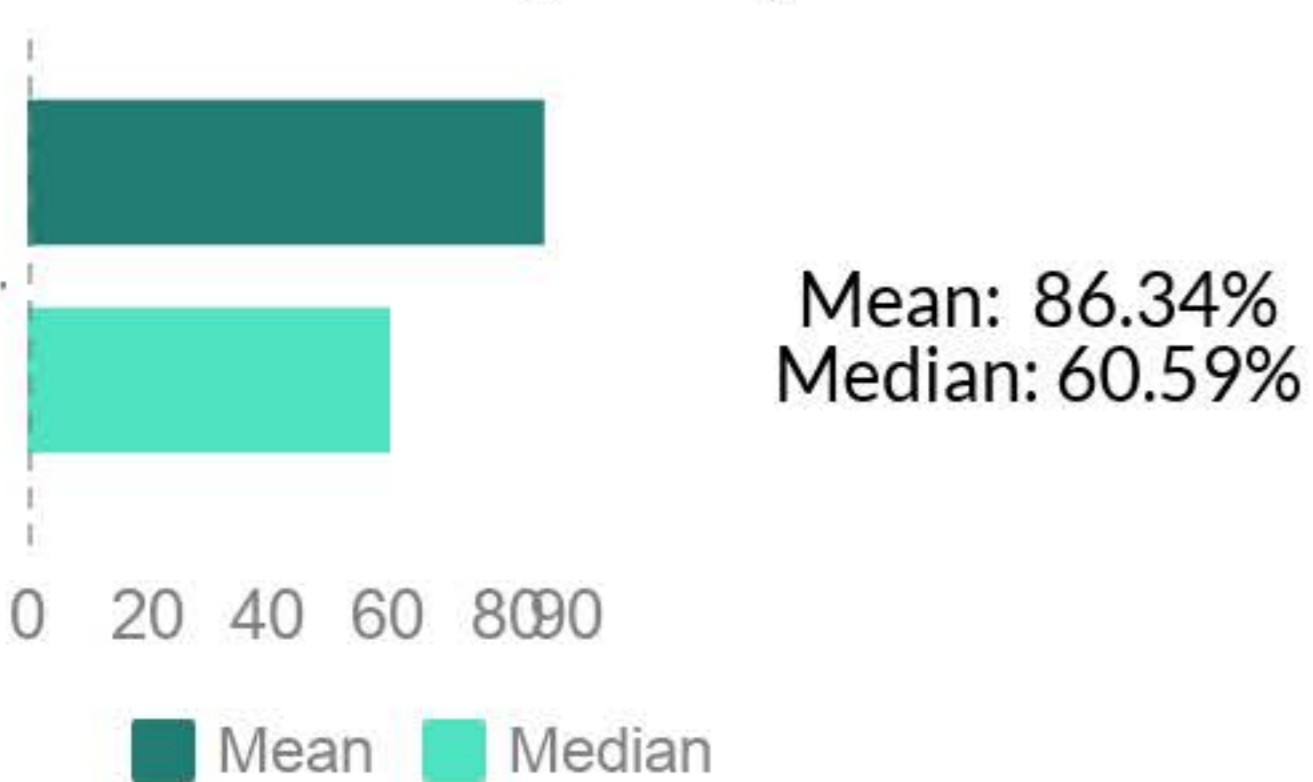
Mayday Healthcare also take on a lot of apprentices as they want to help the younger generation on their way in to full time employment. A lot of the apprentices that start with the company are females, as the positions are for administrative roles which tend to be applied for by more females than males. This also creates a gender pay gap as an apprentice's salary is lower than a full time employee that is not in an apprenticeship.

Analysis

Gender Pay Gap



Bonus Pay Gap



7.59% of females received a bonus

13.95% of males received a bonus

Upper Quartile



Upper Middle Quartile



Lower Middle Quartile



Lower Quartile



05.

Reducing the Gap

As a company, we will be working hard to reduce 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 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

