

## GENDER PAY GAP REPORTING 2019

As with other large organisations we are required to report on pay differentials between men and women on a specific date, 5th April 2019.

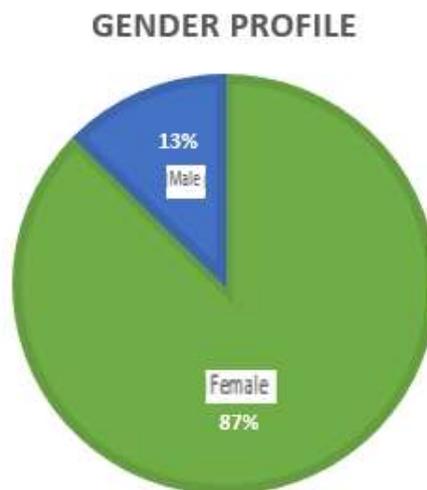
### The gender pay gap differs from equal pay.

The Equality and Human Rights Commission outlines the differences as follows:

- a) Equal pay means that men and women in the same employment performing equal work must receive equal pay, as set out in the Equality Act 2010.
- b) The gender pay gap is a measure of the difference between men's and women's average earnings regardless of role and seniority and is expressed as a percentage of men's earnings.

Note: PTHC does not provide bonus payments, bonus payment information is therefore not provided.

### Total employees on 5<sup>th</sup> April 2019



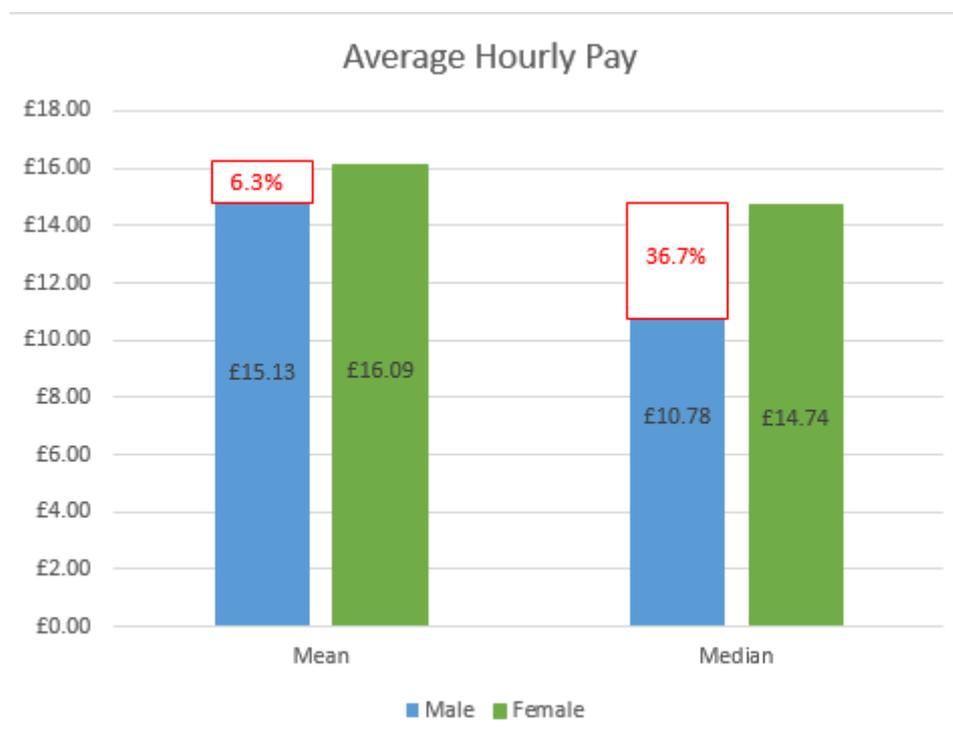
Our results reflect our overwhelmingly female workforce as is typical to the health and social care sector in which PTHC operates.

- **87% of our workforce is female.** This has not changed from last year.

The **mean pay gap** is the difference between average hourly earnings of all men and all women employed by PTHC. So if we wanted to calculate the mean hourly earnings for 99 people, we would add up the hourly earnings of all 99 people and then divide the total by 99.

The **median pay gap** is the difference between the midpoints in the ranges of hourly earnings of all men and all women. So if we wanted to calculate the median pay for 99 men or women we would need to rank their hourly earnings in order from lowest to highest and pick the middle salary, i.e. the 50<sup>th</sup> person out of 99. This person would have 49 people paid more than him or her and 49 people paid less than him or her.

## Average hourly pay



We have a mean pay gap of -6.3%, and a median pay gap of -36.7%.

These are both slightly less than last year.

This means that as a proportion of men's pay women's hourly rates are 6.3% and 36.7% higher.

The results are not an indication of unequal pay.

These results reflect our predominantly female workforce as is typical to the health and social care sector in which PTHC operates. Nurses provide around the clock patient care. Pay rate enhancements for weekend and unsocial hours are a part of their remuneration package which has an overall impact on these results.

Whilst our Senior Management Team is equally split between male and female, our consultants and senior medical team (who are paid NHS equivalent rates) dominate the highest decile, and are almost all female.

Palliative care consultants tend to be female, and at PTHC we employ our consultants and doctors, rather than them being NHS employees (as is the case with many other hospices).

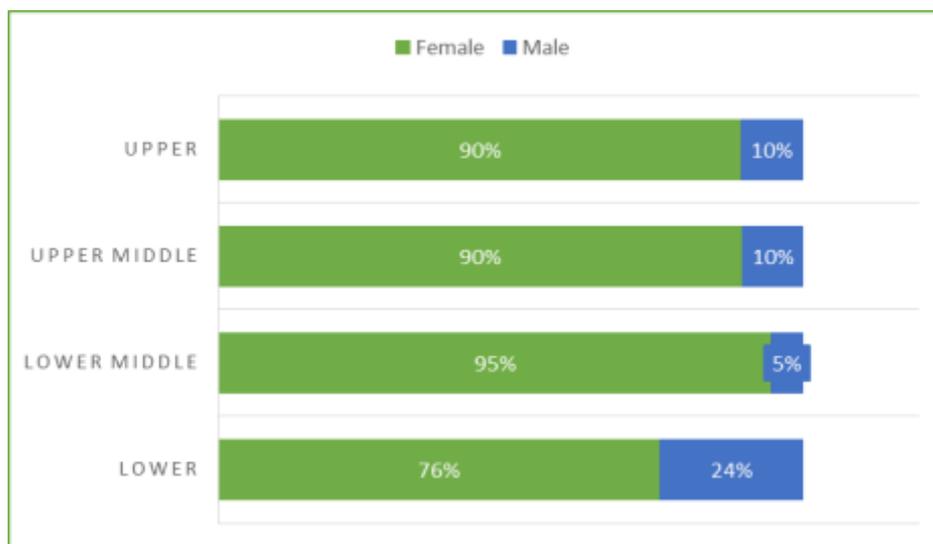
- **Of our 10 most highly paid staff only one is male.**

We have few male employees (13%). A high proportion of them are employed in collection and delivery roles for our retail team and cleaning staff in our housekeeping team.

- **Of our 39 male employees almost half of them (19) are in the Lower quartile.**

## Gender distribution

At every level in the organisation women outnumber men – least so in the lower quartile.



## Conclusion

Gender pay gap is a measure of the difference between the average earnings of men and women across the organisation regardless of role. It shows the difference in average pay of all men and the average pay of all women.

Equal pay is in relation to pay differences between men and women who carry out the same job for different pay- which is unlawful.

It is therefore possible to have genuine pay equality but still have a significant gender pay gap.

Our results reflect our overwhelmingly female workforce, as is typical to the health and social care sector in which PTHC operates.

Whilst our Senior Management Team is equally split between male and female, palliative care consultants tend to be female. Of our 10 most highly paid staff only one is male.

PTHC is an equal opportunities employer. All PTHC roles are job evaluated against a set of criteria which enables us to make a systematic comparison between jobs. The process considers the requirements of the role and not the performance or qualifications of the post holder. This provides PTHC with a hierarchy of jobs which are fair and non-discriminatory and enables us to reward for the role, not gender, and ensures equity throughout the organisation. PTHC has a fair and transparent recruitment process which ensures that all appointments are made on the basis of competency, regardless of gender, age, disability, gender reassignment, marriage and civil partnership, pregnancy, race, religion or belief and sexual orientation. All roles are advertised on our website and internally with appropriate use of other external advertising in line with the requirements of the role.

Sarah Brocklebank  
**Chief Executive**

29 August 2019