

GENDER PAY GAP REPORTING 2018

As with other large organisations we are required to report on pay differentials between men and women on a specific date, 5th April 2018.

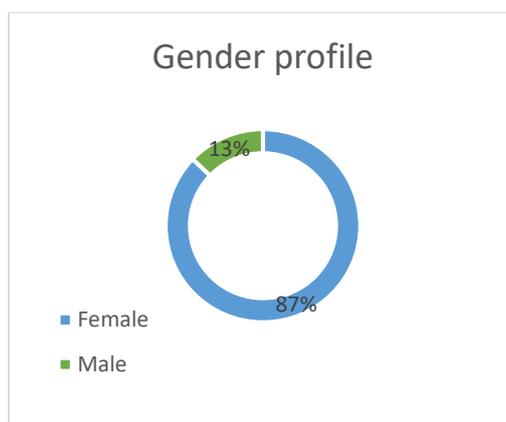
The gender pay gap differs from equal pay.

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

- 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.
- The gender pay gap is a measure of the difference between men's and women's average earnings regardless of role or 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 5th April 2018



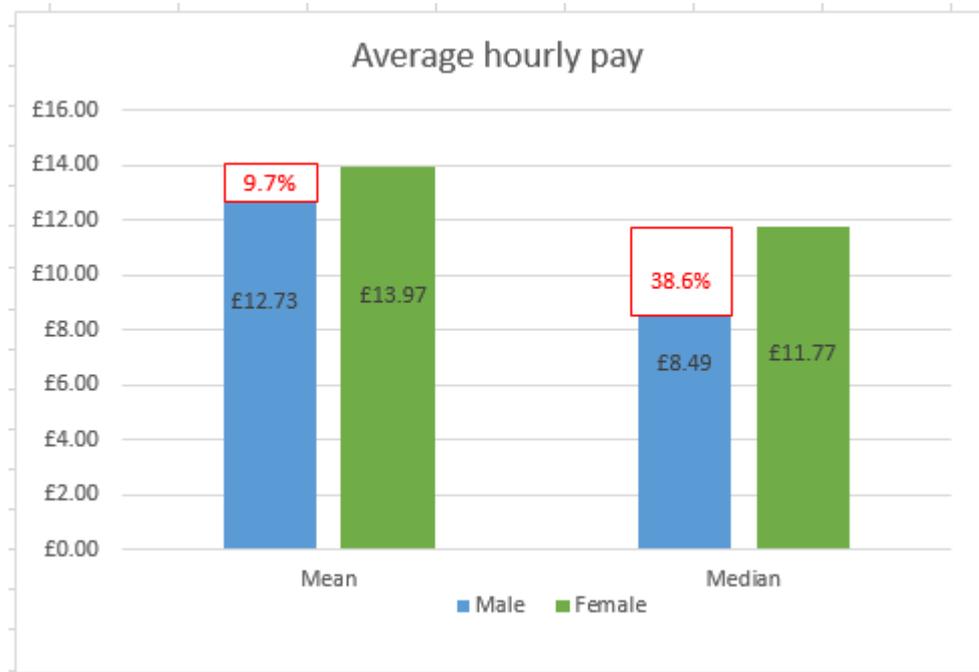
Our results reflect our overwhelmingly female workforce as is typical to the health and social care sector in which PTHC operates.

- **87% of our workforce is female.**

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 50th 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 -9.7%, and a median pay gap of -38.6%.

This means that as a proportion of men's pay women's hourly rates are 9.7% and 38.6% higher.

These results reflect our predominantly 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, 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.

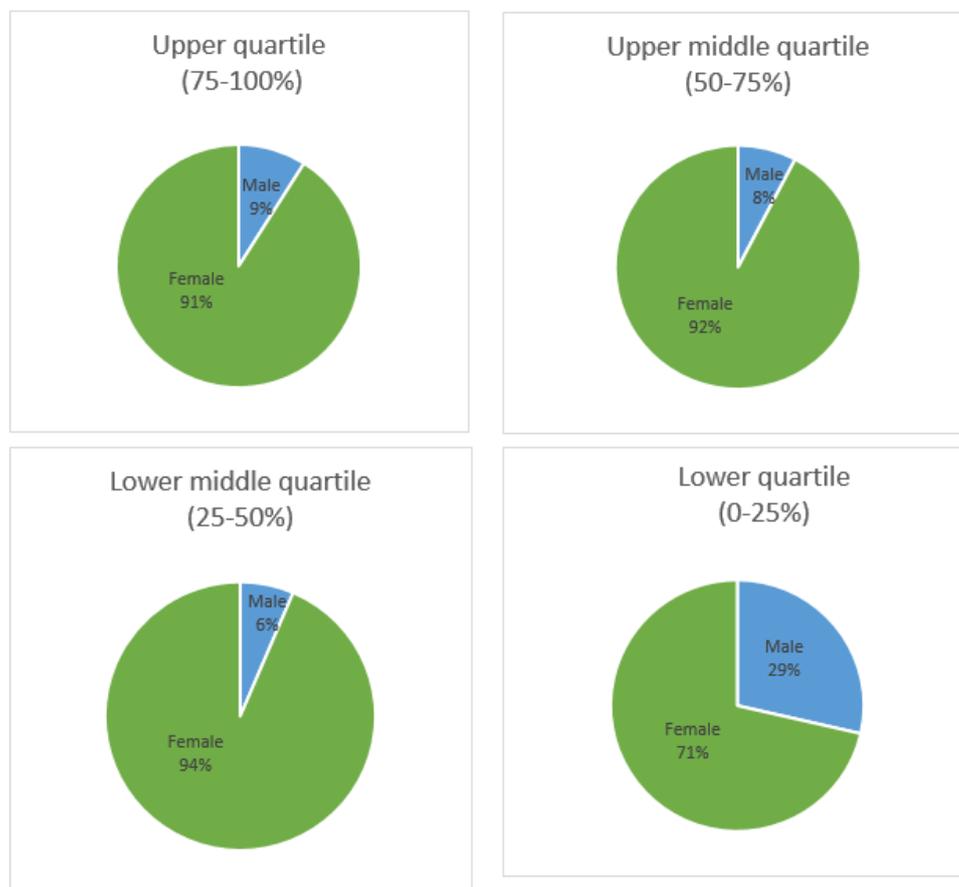
- **Of our 9 most highly paid staff only one is male.**

We have few male employees. 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 40 male employees over half of them (22) are in the Lower quartile.**

Gender distribution

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



Conclusion

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 9 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