

Nurseplus Gender Pay Gap 2022

The UK Government introduced new reporting regulations under the Equality Act 2010 requiring companies with over 250 employees to disclose their gender pay gap annually from April 2017.

This report sets out our results in the year to April 2022 and have been calculated in line with the regulations.

I confirm that these figures have been verified and are accurate.

Gareth Stewart, Chief Financial Officer

Gender Pay Gap Explained

The gender pay gap is the difference in the average hourly wage of all males and females across a workforce. If females do more of the less well-paid jobs within an organisation than males, the gender pay gap is usually bigger.

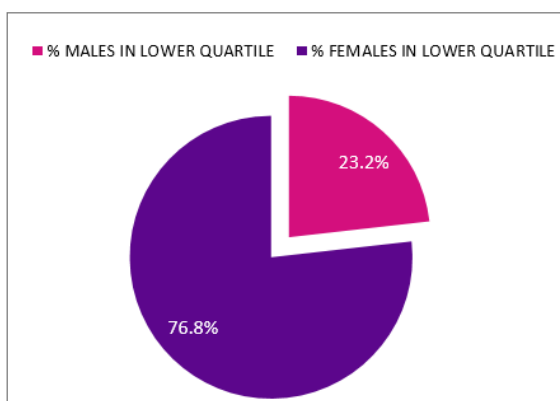
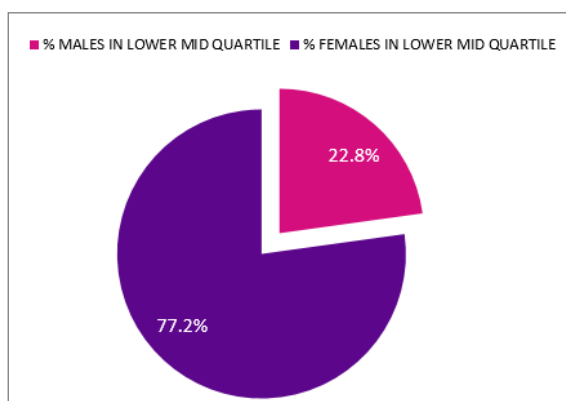
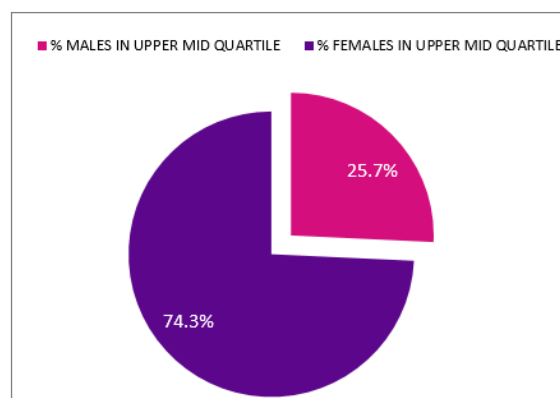
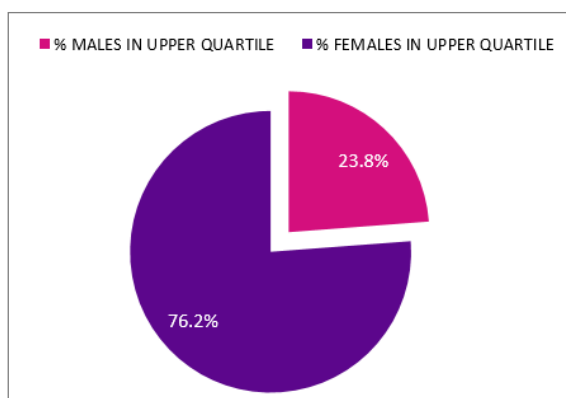
The gender pay gap is not the same as unequal pay which is paying males and females differently for performing the same (or similar) work. Unequal pay has been unlawful since 1970.

Our Gender Pay Gap

There is no difference between males and females when comparing median hourly pay, and for the first time the mean hourly pay has a difference of 2.1 % in favour of female over male workers. These results compare very favourably with the national average of 14.9 % in 2021 (source: Office for National Statistics).

Our Pay Quartiles

Details of each proportion of males and females in each pay quartile are below and each quartile contains 1232 workers:



The pay quartiles show that we have a significant majority of females in our business.

We have a fair and consistent approach to recruiting that is based on the ability of the individual to carry out the work.

Our Bonus Pay

- The biggest division of our permanent workforce is Operations in which workers are generally eligible to receive a bonus or incentive based on sales performance. However, there are many other opportunities for workers to receive a bonus or incentive.
- The mean bonus pay difference is 32.7 % in favour of males, which is a slight increase on the previous year.
- The median bonus pay difference is 18.5 % in favour of males, this is a significant drop on the previous year, but not a surprising result given the mean difference favouring males as well.
- The proportion of males receiving any bonus was 15.9 % compared to females at 20.3 %, which shows a significant increase in females in our workforce who receive a bonus against previous years.

Findings

The gap in both our mean and median pay for males and females is fairly equal, due to a fair and consistent approach to recruitment. Our bonus pay, which has increased in favour of males from previous years, This is due to more males in the upper quartile receiving higher bonuses than females.

Tackling the gender pay gap

- The gap in both our analysis of pay levels for comparable roles continues to show that males and females are paid fairly and appropriately for work of equal value.
- Our business model continues to allow great flexibility on the hours that our temporary workforce choose to work, allowing huge opportunities for flexible and part-time working.
- Our business continues to have a significant number of females working in leadership roles.
- The results from this year's analysis suggest that the business should continue with its effective model for recruitment and reward, and continue to ensure that the pay gap continues to be marginal. There is no cause for immediate corrective action based on these results.