



## Healthvision (UK) Ltd

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### Healthvision UK Ltd Gender Pay Report 2019

From 2017, any organisation that has 250 or more employed must publish and report specific details about their about their gender pay gap.

The Gender pay gap report covers the "snapshot " date of the 5th April 2018. The report shows the difference in average earnings of men and women, expressed relative to men's earnings.

Healthvision has standardised pay roles which are attainable to all staff. Individuals cannot negotiate individual pay rates outside the existing structure.

#### The Calculations

##### The Mean Gender Pay Gap Carers

Mean hourly rate of pay of all male full-pay relevant employees 443.54/45 **£9.86** A

Mean hourly rate of pay of all female full-pay relevant employees 2695.85/279 **£9.66** B

Calculation  $\frac{(A-B)}{A} \times 100$   $((9.856-9.662)/9.856)*100$  Rounded to 1 decimal place  
**2%**

Result A positive percentage figure reveals that female employees have lower pay than male employees.

##### The Median Gender Pay Gap for Carers

Median hourly rate of pay of all male full-pay relevant employees **£10** C

Median hourly rate of pay of all female full-pay relevant employees **£10** D

Calculation  $\frac{(C-D)}{C} \times 100$   $((10-10)/10)*100$   
**0%**

Result A zero percentage shows that both male and female employees receive equal pay.

#### Quartile Analysis for Carers

Quartile	Male	Female
Lower Quatile	8.60%	91.40%
Lower Middle Quartile	17.30%	82.70%
Upper Middle Quartile	16%	84%
Upper Quartile	16%	84%

##### The Mean Gender Pay Gap for Office Staff

Mean hourly rate of pay of all male full-pay relevant employees 101.95/8 **£12.74** A

Mean hourly rate of pay of all female full-pay relevant employees 220.63/20 **£11.03** B

Calculation  $\frac{(A-B)}{A} \times 100$   $((12.74-11.03)/12.74)*100$  Rounded to 1 decimal place  
**13.4%**

Result This figure reveals that female employees have lower pay than male employees.



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### The Median Gender Pay Gap for Office Staff

Median hourly rate of pay of all male full-pay relevant employees	£10.82	C
Median hourly rate of pay of all female full-pay relevant employees	£11.06	D
Calculation	$\frac{(C-D)}{C} \times 100$	$((10.82-11.03)/10.82)*100$
		-2%

Result This percentage figure reveals that male employees have lower pay than female employees.

### Quartile Analysis for Office Staff

Quartile	Male	Female
Lower Quartile	42.90%	57.10%
Lower Middle Quartile	14.30%	85.70%
Upper Middle Quartile	28.60%	71.40%
Upper Quartile	28.60%	71.40%

### Bonuses

Healthvision does not issue bonuses based on performance and therefore no data is included in the gender pay gap report.

We will be working to address the imbalance. Healthvision UK Ltd is committed to promote equal opportunities within the company , encouraging diversity and eliminating discrimination within the workforce hence we employ a non-discriminatory recruitment policy for all roles at the company.

We aim to ensure the equal participation of women and men in all areas of work, at all levels. We will be looking at our recruitment strategy, identifying how we are going to attract more male employees. Secondly, we are looking at developing our existing talent looking at how we can promote more females into senior positions within the company. We have and will continue to integrate gender pay gap considerations into future review of pay.

I confirm that the published information is accurate to the best of my knowledge as at the time of publishing.

Angelo Rodrigo  
Financial Controller  
Healthvision UK Ltd