



Healthvision (UK) Ltd

Network Hub

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Healthvision UK Ltd Gender pay Report 2022

'Gender pay gap' refers to the difference between the average earnings of men and women across an organisation.

The Gender Pay Gap Reporting Regulations were introduced in 2017 making it a legal obligation for employers with 250 or more employees to identify and publish any gender pay gaps within their organisation.

Healthvision UK Ltd is a successful domiciliary care provider for more than 300 individuals across London supporting them with a range of care needs.

The calculations

The Mean (Average) Gender Pay Gap

Mean hourly pay for full pay relevant male employees	£960.10/ 78	£12.31
Mean hourly pay for full pay relevant female employees	£3389.95/308	£11.01
Mean (Average) gender pay gap	$((12.31-11.01) / 12.08) \times 100$	
		10.6%

This means that on average, male staff are paid 10.6% more than female staff. Which means that for every £1 a male earns, a female will earn 89.4p

The Median Gender Pay Gap

Median hourly pay rate for full pay relevant male employee	10.85
Median hourly pay rate for full pay relevant female employee	10.85
Median gender pay gap	$((10.85-10.85) / 10.85) \times 100$
	0%

This means that when using the median, all care staff, regardless of gender are paid the same.



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Quartile Analysis

Quartile	F %	M %
Upper Quartile	83.3	16.7
Upper Middle Quartile	80.4	19.6
Lower Middle Quartile	76.0	24.0
Lower Quartile	79.4	20.6

The proportion of male and female employees are split into quartile bands based on their Ordinary Pay. The banding illustrates that there is a significant gender pay gap in each of the quartiles. This is a common trait in care industry as it's a female dominated profession.

Bonuses

No bonuses were paid to both male and female relevant employees.

At Healthvision UK Ltd, everyone is paid for the role they have in their team. No other factors affect employee remuneration. Healthvision UK Ltd is an Equal Pay employer, which means that men and women performing equal work receive equal pay.

However, we have a Gender Pay Gap. Minimising the gender pay gap is a long-term objective. Healthvision UK Ltd is committed to reducing its gender pay gap and establishing itself as an exemplar employer. We are continuing to work with our employees to review our practices and establish initiatives to minimise the gap found within our organisation.

We are committed to promote equal opportunities within the company and we firmly believe in appointing the best candidate into a role regardless of their gender.

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