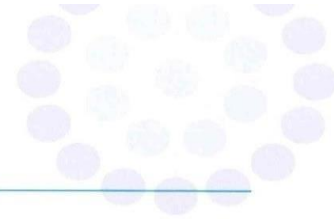




HEALTHVISION
home healthcare specialists

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Healthvision UK Ltd Gender Pay Gap Report

‘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 500 individuals across London supporting them with a range of care needs.

The below calculations were based on data collected from the period that included the snapshot date of 05th of April 2023.

The calculations

The Mean (Average) Gender Pay Gap

Mean hourly pay for full pay relevant male employees	£801.55/ 59	£13.58
Mean hourly pay for full pay relevant female employees	£3292.63/282	£11.68
Mean (Average) gender pay gap	$((13.58-11.68) / 13.58) \times 100$	
	13.9%	

This means that on average, male staff are paid 13.9% more than female staff. Which means that for every £1 a male earns, a female will earn 86p (rounded).

The Median Gender Pay Gap

Median hourly pay rate for full pay relevant male employee	£11.55	
Median hourly pay rate for full pay relevant female employee	£11.25	
Median gender pay gap	$((11.55-11.25) / 11.55) \times 100$	
	2.5%	

Quartile Analysis

Quartile	F %	M %
Upper Quartile	77.6	22.4
Upper Middle Quartile	85.9	14.1
Lower Middle Quartile	82.4	17.6
Lower Quartile	84.9	15.1

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

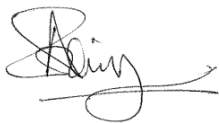
Healthvision does not pay bonuses based on performance and therefore no data is included in the gender pay gap report.

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. We will continued to narrow this gap and will endeavour to explore newer avenues to reduce the gap further.

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

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