

Murrays Healthcare
2018 Gender Pay Gap Report

Introduction

As an organisation employing more than 250 members of staff, we are now required by law to publish our gender pay gap. We have to publish the gap on both a median basis (pay per hour based on the person "in the middle" of the distribution of pay) and a mean basis (average hourly rate). In addition, we are required to disclose the distribution of gender by pay quartile, and also the percentage of staff receiving bonuses by gender and the gender gap on bonuses.

At the reporting date of 5 April 2018, Murrays Healthcare employed 268 members of staff, of which 76.1% were female and 23.9% were male.

Table 1 **Proportion of All Employees**

	Male	Female	Total
Number	64	204	268
%	23.9%	76.1%	100.0%

Murrays Healthcare is committed to providing equal pay for equal work. Our pay policies and practices are designed to ensure equal pay rates for equivalent jobs are in place throughout the organisation regardless of gender.

Statutory Disclosures

Table 2 below shows the overall median and mean gender pay gap, as well as the gender bonus gap, based on hourly rates of pay of those employed on the snapshot date of 5 April 2018, and bonuses paid in the year to 5 April 2018.

Table 3 sets out the proportion of females and males in each quartile band.

Table 2 **Mean and Median Pay and Bonus Gap**

	Median	Mean
	%	%
Gender Pay Gap	14.5%	32.8%
Gender Bonus Gap	-1.7%	62.4%
Proportion of men receiving a Bonus	98.2%	
Proportion of women receiving a Bonus	100.0%	

Table 3 **Proportion of Employees in each Quartile Band**

Quartile	Female	Male
	%	%
Upper	53.7%	46.3%
Upper Middle	91.0%	9.0%
Lower Middle	92.5%	7.5%
Lower	67.2%	32.8%

Although we have equal pay for work of equal value, we do have a gender pay gap. The analysis of our gender gap figures shows that the gap has arisen because of the unequal distribution of men and women across the company, particularly in the middle two quartiles, and not because of our pay policies and practices.

I confirm that the Gender Pay Gap figures reported are accurate and have been calculated in accordance with the regulations set out in the gender pay gap reporting legislation. We are not aware of any errors that would materially affect the figures published in this report.

Duncan Murray
Managing Director