

Combine Op Co Ltd t/a The Hospital Group

Gender Pay Gap Reporting Statement

2017 – 2018 Reporting Year

CONTEXT

The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017 requires all companies that employ in excess of 250 employees to report annually from April 2017 on their gender pay gap and to publish the outcomes on their website.

The gender pay gap is defined as the differences in the average earnings of men and women over a standard time period, regardless of their role seniority. The outcomes can help assess the levels of gender equality within the organisation and the balance of male and female at different pay grades.

The gender pay gap is different to equal pay. Equal pay takes into account the nature of a role and its seniority with gender pay. The gender pay gap comparison compares a simple average of the pay between male employees and the pay of female employees.

We are obliged to publish data which includes employees, contract and casual workers taken at a 'snapshot date' of 5th April 2017.

Gender Pay Reporting

The following results, in line with the mandatory requirements, have been calculated from payroll figures for employees as at April 2017

GENDER PAY GAP STATISTICS	%
Mean Gender Pay Gap in hourly pay	14.3%
Median Gender Pay Gap in hourly pay	-6.2%
Mean Bonus Pay Gap	0%
Median Bonus Pay Gap	0%
Proportion males receiving bonus	0%
Proportion females receiving bonus	17.9%

Quartile Pay Bands	Lower Quartile	Lower Middle Quartile	Upper Middle Quartile	Upper Quartile
Male	30%	11%	7%	24.3%
Female	70%	88.4%	93%	75.7%

OVERALL SPLIT OF MALE AND FEMALE EMPLOYEES AT SNAPSHOT DATE

MALES	46	17.3%
FEMALES	220	82.7%
TOTAL	266	100.00%

KEY FINDINGS OVERALL SUMMARY

- Gender Pay Gap
 - Our mean, or average, pay gap based on hourly rates is 14.28%. This means that on average across all salaries men are paid 14.28% more than women.
 - Our median pay gap based on hourly rates is -6.21%. This means that at the midpoint of salaries paid at The Hospital group, women are paid 6.21% more than men.
- Our bonus pay gap. This is the difference in bonus pay between men and women in the 12 months prior to 5th April 2017.
 - Mean gender bonus pay gap is 0%. This is because no men in the organisation receive a bonus.
 - Median gender bonus pay gap is 0%. This is because no men in the organisation receive a bonus.

KEY FINDINGS: GENDER PAY GAP

The Hospital Group's overall mean (average) gender pay gap of 14.28% is lower than the ONS estimated national average of 19.2%. The ONS figures are based on a gender distribution of 53% male and 47% female against The Hospital Groups gender distribution of 17.3% male and 82.7% . Due to the nature of the business which has a higher proportion of female customers receiving personal and intimate surgery, the higher proportion of our staff are female.

OBJECTIVES

1. We will review our recruitment policies to encourage more diversity and equality with the aim of increasing the male workforce where appropriate.

KEY FINDINGS: BONUS PAY GAP

Of the workforce, 0% of total males and 17.99% of total females received a commission and/or bonus payment.

Bonus calculations include commission payments and bonus payments across the company. A total of 14.73% employees received commission and/or bonus payments. The average commission/bonus payments made were higher for females against the male workforce due to the fact that more women have contractual arrangements which include commission payments.

OBJECTIVES

1. Commission payments are contractual obligations for approximately 1/3 of the workforce which is predominately female. We wish to develop a programme of financial bonus opportunities for staff at varying levels and gender.

The hospital group is committed to reducing our gender pay gap and to ensuring that we employ a diverse and committed workforce. I confirm that the data reported is accurate.

Tony Veverka

Chief Executive Officer March 2018