

Gender Pay reporting 2021 - 2022

General information

Primacy Healthcare 21 Gender Pay Reporting 1st July 2021 to 30th June 2022

287 employees, 107 females & 180 males.

7 (1) the difference between the mean hourly remuneration of relevant employees of the male gender and that of relevant employees of the female gender expressed as a percentage of the mean hourly remuneration of relevant employees of the male gender

Hourly remuneration Mean % difference: -3%

8 (1) the difference between the median hourly remuneration of relevant employees of the male gender and that of relevant employees of the female gender expressed as a percentage of the median hourly remuneration of relevant employees of the male gender

Hourly remuneration Median % difference: -1%

9 (1a) the difference between the mean bonus remuneration of relevant employees of the male gender and that of relevant employees of the female gender, expressed as a percentage of the mean bonus remuneration of relevant employees of the male gender

Bonus mean % difference: 3%

9 (1b) the difference between the median bonus remuneration of relevant employees of the male gender and that of relevant employees of the female gender, expressed as a percentage of the median bonus remuneration of relevant employees of the male gender

Bonus median % difference: 10%

9 (1c) the percentage of all relevant employees of the male gender who were paid bonus remuneration and the percentage of all relevant employees of the female gender who were paid such remuneration

F: 83%

M: 81%

9 (1d) the percentage of all relevant employees of the male gender who received benefits in kind and the percentage of all relevant employees of the female gender who received such benefits.

F: 20%

M: 24%

10. (1) The information which is required to be published or made available under Regulation 6(1)(a)(iv) is the respective percentages of all relevant employees who fall within - (a) the lower remuneration quartile pay band, (b) the lower middle remuneration quartile pay band, (c) the upper middle remuneration quartile pay band, and (d) the upper remuneration quartile pay band"

hourly pay by quartile	F	M
Lower quartile	39%	61%
lower middle quartile	33%	67%
upper middle quartile	39%	61%
upper quartile	38%	63%