



NURSDOC

GENDER PAY GAP REPORT - 2021

EXECUTIVE SUMMARY

Nursdoc Limited is a healthcare recruitment agency, committed to ensuring all employees have an equal level of remuneration and advancement, access to opportunity and training irrespective of gender, race, colour, religion, disability, sexual orientation or age. Nursdoc is committed to providing employees with an environment where people are dependable, trustworthy and considerate to both customers and colleagues. The goal is to produce a great place to work, full of energy and enthusiasm, providing individuals and teams with an atmosphere in which all can succeed.

The Equality Act 2010 (Gender pay gap Information) Regulations 2017, requires any legal entity with more than 250 employees to produce an annual report of the pay gap between its male and female employees. This report has been produced in compliance with these regulations and provides the results of the statutory calculations based on the snapshot date of 5th April 2021.

As an employment business, this report is the combined data of direct employees of Nursdoc Limited plus the healthcare candidates placed with our clients which are engaged on contracts for services as agency workers. Combining data for both our permanent (in house) and temporary (agency workers) staff, as required by the regulation, means the information in this report doesn't give a true reflection of either workforce.

The gender split of our workforce is 66% female and 34% male. This is reflective of the healthcare industry which has significantly more female employees. Nursdoc's average hourly pay gap, as a snapshot on the 5th April 2021 is -5%, showing that the earnings across genders have only a small disparity, which supports our commitment to ensure equal pay for all.

OUR ONGOING COMMITMENT TO EQUAL PAY

The analysed data confirms that we pay people fairly based on their skills and qualifications and we will continue to take actions to address any gaps and also take action through wider policies and activities to make sure our policies and practices are fair. We continue to ensure our recruitment policies ensure that we employ people with the right mix of talent, skills and potential to provide best quality of service to our clients and candidates.

We achieve this commitment through:

- Our recruitment policy is and has always been to recruit the right person for the job regardless of gender, race and ethnicity.
- We benchmark and analyse salaries and bonuses across the sector and industry to ensure equal and fair pay for the role people are recruited to perform.
- We have and promote an inclusive culture, supporting all employees through development and training.
- We enable employee's to achieve their full potential and recognise this through our reward and benefit structures and engagement strategy.
- We support requests for flexible working and have a mix of full-time and part-time employees.

I confirm that the Gender Pay Gap data contained in this report is accurate and has been produced in accordance with the guidance on 'Managing Gender Pay Reporting' developed by the Advisory, Conciliation and Arbitration Service (ACAS).

Marc Stiff
Group Managing Director

TOTAL GENDER DISTRIBUTION

Nursdoc Limited employs more women than men, with a **66% Female Workforce** and a **34% Male Workforce**.



66%



34%



GENDER PAY GAP 2021

The gender pay gap measure the difference between men and women's earning across the business by expressing women's pay as a percentage of men's pay.

	MEAN	MEDIAN
HOURLY PAY	-5%	-22%
BONUS PAY	85%	9%

The table above shows our overall mean and median gender pay gap based on hourly rates of pay as at the snapshot date (5th April 2021). It also captures the mean and median difference between bonuses paid to men and women at Nursdoc Limited in the year up to 5th April 2021.

The Hourly pay gap for 2021 is **-5%** showing that on average men are paid **5%** less than females.

The bonus pay gap for 2021 is **85%** showing that on average men's bonus are **85% higher** than females bonuses, this is mainly due to the different roles taken up by men and women within the company.

BONUS PAY GAP 2021

In 2021 **8% of males** received a bonus compared to **9% of females** who received a bonus.



9%



8%



PAY QUANTILES

The below graph illustrates the gender distribution at Nursdoc Limited across 4 equally sized quartiles, each containing 130 employees. As **66% of employees are female**, the table shows that the **males** and **females** represented in each quartile are similar to the Nursdoc Ltd employee gender split.

