

PCT Gender Pay Gap Report 2019

WHAT IS THE GENDER PAY GAP?

The gender pay gap shows the difference between the average (mean or median) earnings of men and women across the entire company. It can be influenced by the different number of men and women across all roles.

GENDER AND BONUS PAY GAP

The median pay gap is calculated by listing all male employees hourly pay rates and taking the rate in the middle of the list. The same is done for female employees and then the median gender pay gap is the difference in pay between these two rates.

The other measure is the mean gender pay gap which shows the difference in the average hourly rate of pay between men and women.

RESULTS

HOURLY RATE	MEAN	MEDIAN
FEMALE	9.74	8.20
MALE	13.10	8.05
%	25.70%	-1.9%

MEAN GENDER BONUS PAY GAP	MEAN	MEDIAN
FEMALE	581.77	323.71
MALE	1530.67	306.94
%	62.0%	-5.5%

% EMPLOYEES RECEIVED BONUS	MEAN	MEDIAN
FEMALE	84.47	323.71
MALE	82.04	306.94

PAY QUANTILES

This is the proportion of male and female colleagues in each pay quartile.

	LOWEST QUANTILE	2ND QUANTILE	3RD QUANTILE	4TH QUANTILE
MALE %	17	19	5	26
FEMALE %	83	81	95	73

UNDERSTANDING THE GENDER PAY GAP

The main driver between Gender Pay Gap is that at PCT Healthcare Ltd we have a higher representation of females (>70%) in pharmacy in roles such as pharmacy technicians, dispensers and counter assistants.

We remain committed to identifying talent and developing all our colleagues both male and female.