

Our gender pay gap

Report produced April 2024 based on figures from April 2023

What is our gender pay gap?

Gender pay gap reporting is now a legal requirement for all large organisations. The results can be used to assess the levels of gender equality in MCH. It's important to note that the gender pay gap differs from equal pay for equal work. The gender pay gap shows the difference in the average hourly rates of pay for men and women right across the organisation. The median pay gap for MCH was 14.6%, which means that the median hourly rate of pay for women in MCH was 14.6% lower than the median hourly rate of pay for men.

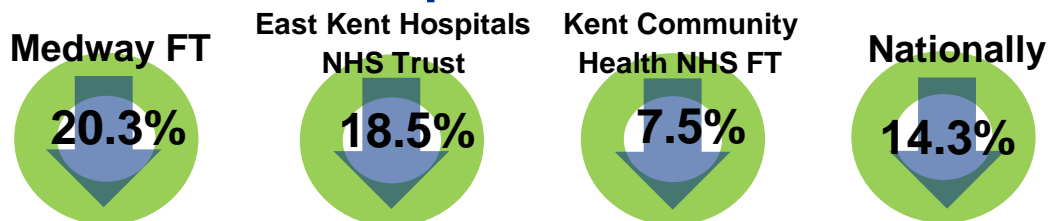


14.6%

What contributes to it?

- MCH has recruited more consultants, specialist doctors, GPs and Dentists who tend to be males. These roles have a high proportion of unsocial hours and overtime which tend to attract males and are included in the hourly rate calculation.
- Salary sacrifices are taken into consideration, meaning someone who has a lease car and child care vouchers will show a lower hourly rate than someone on the same pay point that doesn't. Generally, the females within our workforce who have these deducted from their pay.
- When you just look at the agenda for change staff, the gender pay gap is nearly at zero.

How do we compare to others in 2022?



I confirm that the gender pay gap information provided in this report is accurate.



Kim Reynolds, Director of Human Resources
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