

## Gender Pay Report

Robinson Medical Recruitment (RMR) is committed to ensure equal pay for men and women who carry out the same job.

The table below shows the proportion of males and females in each of the four pay quartile bands:

Pay Quartile Bands	Females		Males	
Lower	76%	Down	24%	Up
Lower Middle	88%	Up	12%	Down
Upper Middle	89%	Up	11%	Down
Upper	74%	Down	26%	Up

The profile of workers at RMR reflects the nature of the health and social care sector, as reference in the ACAS guidance, and is made up of significantly more female than male workers.

Based on our analysis a higher proportion of women than men fall into every pay quartile and this is because of a historic trend of more females entering the nursing and care worker industry.

### Gender pay data

As set out in the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017, the data below shows our mean and median hourly gender pay gap for the period including 5<sup>th</sup> April 2018:

- The mean gender pay gap is -14.61%
- The median gender pay gap is 0%

The Gender Pay Gap is the difference, expressed as a percentage, between the hourly rate of pay of female and male workers. This is reported on both a mean (average) and median (middle) basis. RMR is confident that men and women are paid equally for doing the same or equivalent jobs across the company. Our average gender pay gap of 0% is primarily because of RMR pays the same hourly rate to our agency staff based on the type of work carried out.

### Gender Bonus Gap

The data below shows our mean and median bonus gap in the 12 months reference period to 5<sup>th</sup> April 2018:

- The mean gender bonus gap is 45.21%
- The median gender bonus gap is 51.69%

### Our Actions

We will continue our current policy of equal pay for men and women who carry out the same job. We will also continue to take an equal opportunities approach to recruiting to ensure that there is equal opportunity for both genders to join our workforce despite a historic profile of greater numbers of females working in the health and social care sectors.



**Derek Cree**  
**Managing Director**