

# GENDER PAY GAP REPORT 2023



# WHO ARE WE?



Network Healthcare Professionals Ltd, established in 2001, are a specialist healthcare recruiter helping candidates and clients find recruitment solutions in the health and social care sectors.

The company is part of Pertemps Network Group. Starting off life in 1961, Pertemps has grown to become the UK's largest independent recruitment company in the UK. The Network Group is made up of niche companies, each offering high quality recruitment solutions to a wide range of industries in the UK and overseas.

We believe everyone should be given equal opportunities regardless of gender. We are proud to offer fair, unbiased pay to all our employees and are committed to fairness, equality and inclusion in the workplace.

We aim to attract and retain the best talent, enhance employee satisfaction and reward high achievers. To support this, we make sure our pay is gender neutral. Pay is based on an employee's job role and experience. No other influences, such as gender, are relevant.

We actively work to encourage diversity in business at every opportunity. At Network Healthcare Professionals Ltd, we pay our employees equally. It is important to understand the difference between equal

pay and the gender pay gap. Equal pay issues occur when men and women are paid differently despite having the same responsibilities.

The gender pay gap is a more complex issue that compares the average earnings of men and women in the same organisation, shown in a percentage format. By monitoring the gender pay gap, organisations can act to reduce it.

We are proud of our diverse workforce and of our employees who inspire and motivate one another every day.



# 2020 GENDER PAY GAP REPORT

Although Network Healthcare Professionals Ltd have relatively small permanent teams in our offices located in and around the UK, due to the size of our temporary workforce we are obliged to report the Gender Pay Gap and have used the calculation requirements set out in The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017. This means that our figures are representative of both our permanent staff and contingent workforce who work on assignment for our clients. As an employment business we adhere to relevant legislation including the Agency Workers Regulations 2010.



As at 5th April 2022, Network Healthcare Professionals Ltd had a mean pay gap of 20.7% and a median pay gap of 11.9%. Our pay quartiles show a higher percentage of female to male in each area which can be attributed to the healthcare and social care sectors. Caring roles within the industry are primarily undertaken by women and are underrepresented by males. The figures are also somewhat distorted as they are based on both permanent and contingent numbers.

The bonus figures show that 7.1% of men received a bonus and 5.5% of females received a bonus however when reviewing the bonuses of permanent staff however, 38.5% of males received a bonus and 47.6% of females received a bonus. Although there is little difference in the % of males and females receiving a bonus the mean difference is due to a higher number of females engaged in lower level jobs where bonus payments are lower than those in higher level jobs. Bonuses are purely reflected on performance within the business.



# GENDER PAY GAP MONITORING AND REVIEW

Whilst we will continue to monitor our Gender Pay Gap, Network Healthcare Professionals Ltd will continue to make every effort to recruit a diverse range of people and are fully committed to equality in the workplace.

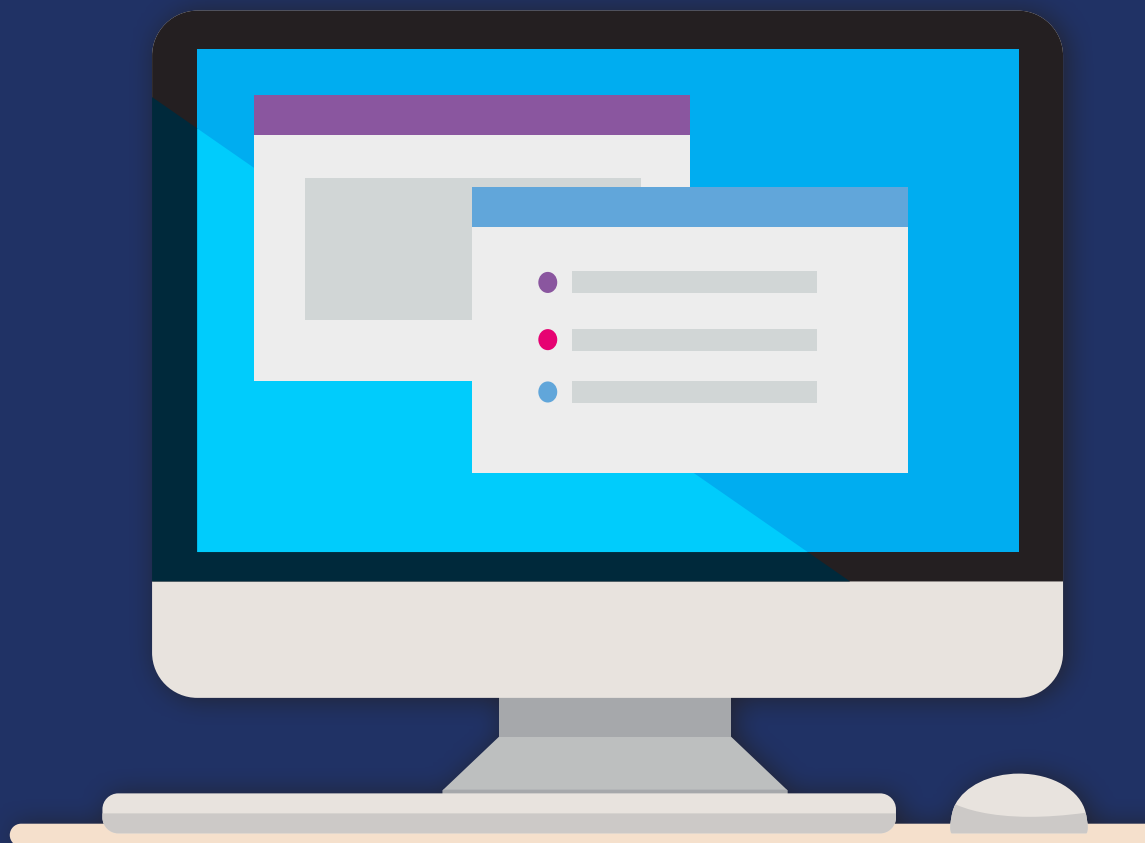
**As Group HR Director, I can confirm the information contained herein is accurate.**

**TRACY EVANS**





# 2023



## DIFFERENCE IN HOURLY RATE

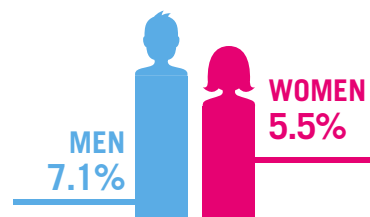


**WOMEN'S MEAN  
HOURLY RATE IS  
20.7% LOWER  
THAN MEN'S**



**WOMEN'S MEDIAN  
HOURLY RATE IS  
11.9% LOWER  
THAN MEN'S**

## WHO RECEIVED BONUS PAY



## DIFFERENCE IN BONUS PAY



**WOMEN'S MEAN  
BONUS PAY IS 68.7%  
LOWER THAN MEN'S**



**WOMEN'S MEDIAN  
BONUS PAY IS 49.2%  
LOWER THAN MEN'S**

## PROPORTION OF WOMEN IN EACH PAY QUARTILE

