

GENDER PAY GAP REPORT 2019

As an employer of more than 250 people NRS Healthcare are required to publish details of our gender pay and bonus gaps and the proportions of men and women in each pay quartile of our workforce. The statistics in this report are based on a snapshot date of 5th April 2018.

The Gender Pay Gap is the difference between men's and women's average hourly pay across NRS Healthcare, expressed as a percentage. Under the Gender Pay Regulations there are two ways to measure this:

- **Median pay gap** – this represents the middle point, if we lined up all the women in NRS Healthcare and all the men, the median pay gap is the difference between the hourly rate of pay for the middle woman compared to the hourly rate for the middle man.
- **Mean pay gap** – is the difference between the average hourly rate of pay for women, compared to the average hourly rate for men within NRS Healthcare.

A gender pay gap exists in most organisations, the current UK national median gender pay gap is 17.9% and national mean gender pay gap is 17.1%. At NRS Healthcare the median pay gap is 4.55% and the mean pay gap is 2.99%, significantly better than the national average.

About NRS Healthcare

At the snapshot date NRS healthcare employed 939 people, the gender split of employees was 71% men and 29% women. Within our workforce 70% of our job roles are engineers, technicians, drivers and warehouse, job roles that have traditionally attracted men. However, we must ensure that all our roles are accessible to men and women.

In a large proportion of our business we work in partnership with public sector organisations such as the NHS and Local Government, when we transfer employees over to NRS we maintain their pay and terms and conditions of service under the TUPE regulations, at the snapshot date 10% of our workforce are on protected terms, which may have some influence on pay levels.

Our approach to pay and equality

At NRS Healthcare we review our salaries on an annual basis, this includes identifying and putting right any potential equal pay issues. Our executive pay is overseen by a Remuneration sub-committee of the Board.

Our Equality and Diversity Policy is further reinforced by e-learning packages to ensure all our workforce are trained in the importance of equality and diversity across all aspects of workplace practice.

Our recruitment process has improved with the introduction of a recruitment professional who is on hand to support our operations teams across the business. We use open sourcing routes to attract men and women and we have an internal vacancy process to help people who are looking for opportunities to develop. Our aim is to appoint and promote the right person for the job based on their skills regardless of their gender.

Our gender pay gap results

Median pay gap	4.55%
Mean pay gap	2.99%

This small gap evidences that our approach to pay and equality works and that our policies and procedures are effective.

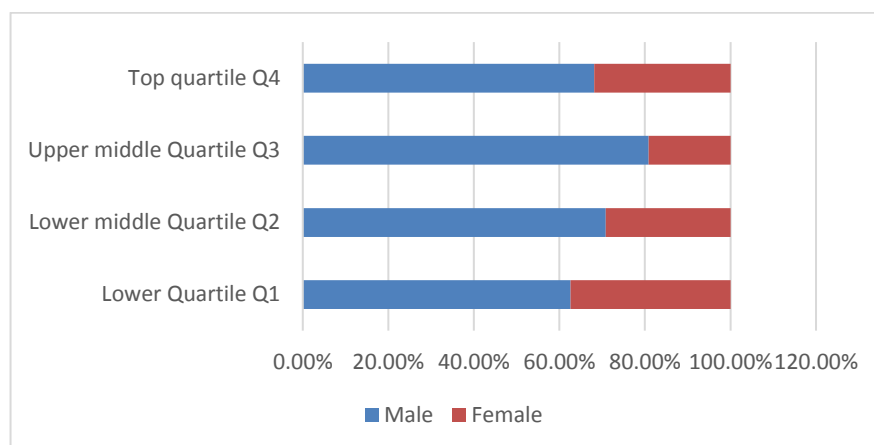
Our bonus pay gap results

Median bonus pay gap	-356.25%
Mean bonus pay gap	-19.50%
Number of men who received a bonus	7.55%
Number of women who received a bonus	4.44%

In the last 12 months we have processed a higher number of bonuses for our operational teams who are predominantly male. Whilst there were more males in receipt of bonuses in comparison to females, the ratio of bonus amount for females was higher therefore our result weighs in favour of females.

Our gender population by pay quartile

The chart below shows the gender split per pay quartile, our top quartile shows a higher proportion of women than the overall percentage population of women, therefore indicating that there is no barrier to advancement at NRS Healthcare, we do acknowledge that the upper middle quartile has a low representation of women and we need to work to ensure women can progress through the organisation appropriately.



What's next?

Whilst we are pleased with our results, we know there are some areas on which we could improve. Here are some of the actions we are going to take:

- Focus on recruitment practices for departments where gender balance is more challenging, such as drivers, sales, warehouse, IT and management.
- Shortlist more women for management and senior management roles
- Build a talent pool that addresses the pipeline of women ready to move into supervisory and management roles
- Continue to develop our attitudes to flexible working arrangements and promote our maternity, paternity and shared parental leave policies, all of which can support career progression

Declaration

I confirm that the information contained within this report is accurate.

Jerry Benson
Chief Executive Officer