Results of our Gender Pay Gap Analysis

Relevant Employees	
Calculation	Gap %
1. Mean Gender Pay Gap	12.9
2. Median Gender Pay gap	1.4
3. Mean Bonus Gender Pay Gap	.3125
4. Median Bonus Gender Pay Gap	-33.3

Proprtion of employees receiving a bonus
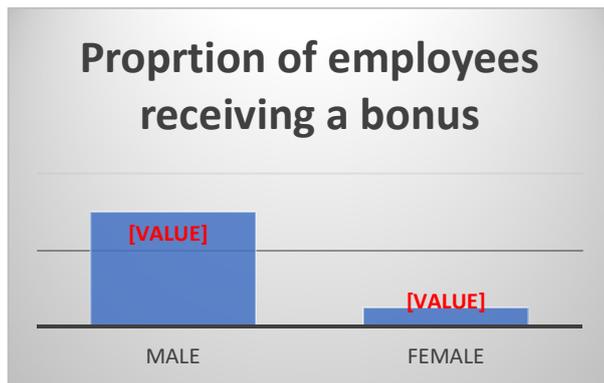
Proportion of males and females falling into four quartiles
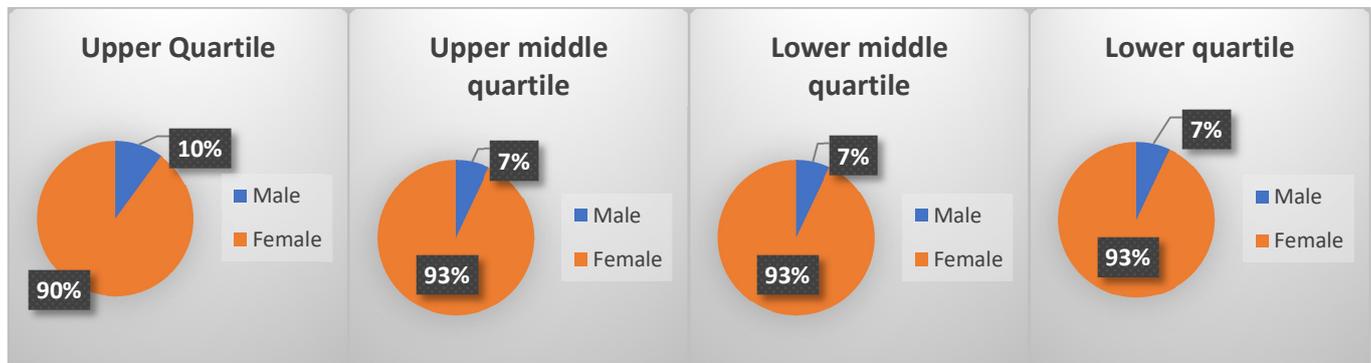
Conclusions

1. The mean Gender pay Gap at 12.9% (2017: 7.1%) is much lower than the UK average of 18% (https:www.gov.uk/government/news/uk-gender-pay-gap), the median gender pay gap, which removes any anomaly from the highest and lowest pay shows an insignificant gap at 1.4% for 2018 (2017: 2.0%).

2. The proportion of employees in each of the four quartiles is very similar, which leads us to believe that there is no inequality in pay between males and females.

I confirm that the information used is accurate and that the calculations have been made appropriately in line with the requirements of the Equality Act 2010 (Gender pay Gap Information) Regulations 2017.

Patrick Roche (chairman)

Gender Pay Gap Report 2018

Roche Healthcare Ltd.

 Introduction:

With effect from April 2018 we, as an employer with over 250 employees, are required by law to carry out gender pay gap reporting under the THE EQUALITY ACT 2010 (Gender pay Gap information) Regulations 2018.

In this report we will be assessing the gender pay gap of our organisation using six calculations which show the differences between the average earnings of men and women in our company.

Measuring the gender pay gap.

We will be reporting the following calculations, as of 5th April 2018:-

1. Mean Gender Pay Gap. Mean is the most common use of an 'average'. The company took the total hourly rates of males and females as at 5th April 2018 and divided this by the number of males and females.

 2. Median Gender Pay Gap. The median male and females were assessed by ordering the categories by highest to lowest paid and choosing both the middle male and female value. This method of averaging removes any high or low pay rates which may distort the mean calculation.

3. Mean Bonus Gender Pay Gap. This is the same method as in (1) using the bonuses paid in the twelve-month period up to 5th April 2018.

4. Median Bonus Gender Pay Gap. This is the same method as in (2) using the bonuses paid in the twelve-month period up to 5th April 2018.

5. Proportion of Males and Females receiving a Bonus Payment. For this calculation we take the number of males or females receiving a bonus in the twelve-month period up to 5th April 2018. We then divide these figures by the total number of male or female employees showing the result as a percentage.

6. Proportion of Males and Females when divided into four quartiles. All the employees are ordered highest to lowest hourly rate. This list is then split into four equal quarters and the percentage of males and females is calculated for each quartile.

The comparisons of 1 to 4 are shown as a percentage of the male figure, meaning positive percentages show higher male pay and negative percentages show lower male pay.