

## 2017 Gender Pay Gap Report

Millbrook Healthcare Ltd is committed to fairness and equality and we do not tolerate any form of discrimination. Employees doing the same job in the same location will be paid the same, unless the company is legally required to pay higher rates of ;pay as a result of TUPE (Transfer of Undertakings (Protection of Employment) Regulations 2006).

In the stipulated calculation no allowance can be made to take into account different roles or locations. As a consequence, the analysis does not compare like with like and so the results are mathematically questionable.

The company does not employ people on the basis of gender. Job offers are always made to the best applicants regardless of their gender from the available talent pool.

The stipulated calculations show that on average female employees are paid in total (including bonuses) 3.9% more than male employees. However, within their total pay, male employees receive 21.9% more bonuses. This is because clinical roles tend to attract more female employees and these are professional higher paid jobs, but the total remuneration of clinical staff does not include bonuses so as to avoid any question that person gain is effecting clinical decisions. This is not a gender issue.

The figures we are obliged to report, as at 5 April 2017 are:

|         | Mean  | Median |
|---------|-------|--------|
| Pay Gap | 3.9 % | 7.3 %  |

|                                       |          |
|---------------------------------------|----------|
| Bonus Gap                             | - 21.9 % |
| Proportion of men receiving a bonus   | 13.1 %   |
| Proportion of women receiving a bonus | 7.9 %    |

| Pay Quartiles | Women  | Men    |
|---------------|--------|--------|
| Quartile 1    | 41.1 % | 58.9 % |
| Quartile 2    | 16.4 % | 83.6 % |
| Quartile 3    | 31.1 % | 68.9 % |
| Quartile 4    | 45.7 % | 54.3 % |



I confirm that the data and statement contained in this document is accurate and in accordance with the gender pay gap reporting requirements.

Paul Croll  
Financial Director  
March 2018