

Gender pay gap reporting

IntraHealth are a care organisation delivering NHS contracts in primary care and Community services. We also operate four pharmacies. As is typical in care- providing organisations the majority of our workforce is female. The largest staff group is our receptionist/ administration teams and these are predominantly female staff. The next largest group is nurses, again reflecting the marketplace this group are largely female. Our executive team is more evenly split and our GPs are largely male which explains the gender pay gap in the organisation.

We have pay structures for GPs, pharmacists, nurses and administration which provide a clear and gender equal pay structure.

The recent review, based upon April 19 data, shows that the Gender Pay Gap is largely consistent with the previous year, except for the Upper Quartile, where 68% are females, compared to 58% in 2018, and 32% are males, a drop from 42% in 2018.

Pay Quartile information

Quartile	No of Female Colleagues	No of Male Colleagues	% of Female	% of Male
Upper pay quartile (75% - 100%)	67	32	68%	32%
Upper middle pay quartile (50% - 75%)	92	7	93%	7%
Lower middle pay quartile (25% - 50%)	95	4	96%	4%
Lower pay quartile (0% - 25%)	89	9	91%	9%

Mean and Median by gender for the Company

Quartile	Female - Mean	Male - Mean	Female - Median	Male - Median
Upper pay quartile (75% - 100%)	£26.09	£34.95	£22.65	£26.73
Upper middle pay quartile (50% - 75%)	£15.63	£15.88	£15.81	£16.30
Lower middle pay quartile (25% - 50%)	£9.43	£9.95	£9.23	£10.10
Lower pay quartile (0% - 25%)	£8.22	£8.44	£8.39	£8.39

MEAN / MEDIAN	HOURLY RATE OF PAY / PERCENTAGE
Mean for female	£14.03
Median for female	£10.19
Mean for male	£25.87
Median for male	£21.97
Mean	45.76%
Median	53.62%
No of female colleagues employed	343
No of male colleagues employed	52

Mean and Median by gender into role categories

ROLE TYPE BY GENDER	Mean	Median
Administration		
Female	£9.50	£8.70
Male	£9.85	£8.39
Advanced Nurse Practitioners		
Female	£22.74	£23.78
Male	£24.04	£24.04
GPs		
Female	£45.02	£44.95
Male	£49.87	£48.84
Health Care Assistants		
Female	£9.65	£9.59
Management		
Female	£18.67	£16.69
Male	£27.51	£22.50
Nurse		
Female	£17.45	£16.37
Male	£20.58	£19.43
Pharmacist		
Female	£22.16	£22.37
Male	£23.40	£22.72