

## Mastercall Healthcare Gender Pay Gap reporting

Gender Pay Gap reporting is a new requirement that all organisations with 250 or more employees must publish. This is the first time that Mastercall Healthcare has published information about our gender pay gap.

### What is Gender Pay Gap?

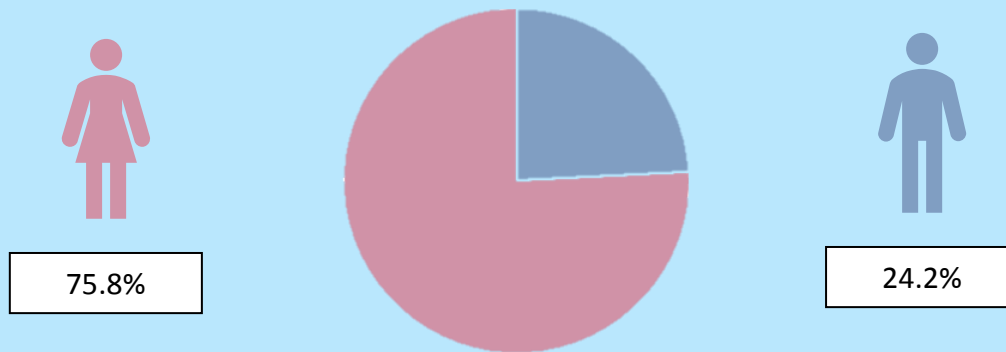
Gender pay differs from equal pay; equal pay looks at pay differences between men and women who carry out the same/similar jobs or work of equal value.

The gender pay gap is the difference between the average earnings of men and women; this is expressed relative to men's earnings.

From analysing the data from the snapshot date of 5<sup>th</sup> April 2017, Mastercall Healthcare has a mean gender pay gap of 7.9%; this means that men earn 7.9% more than women in our organisation.

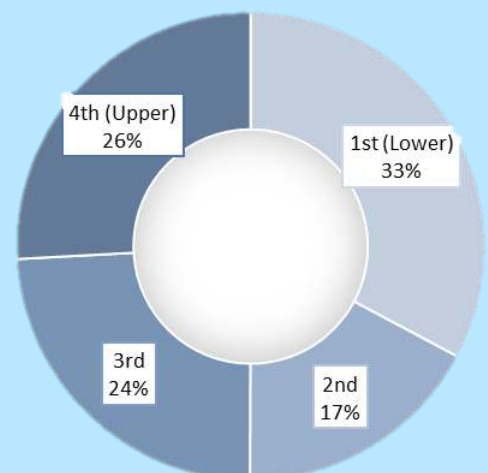
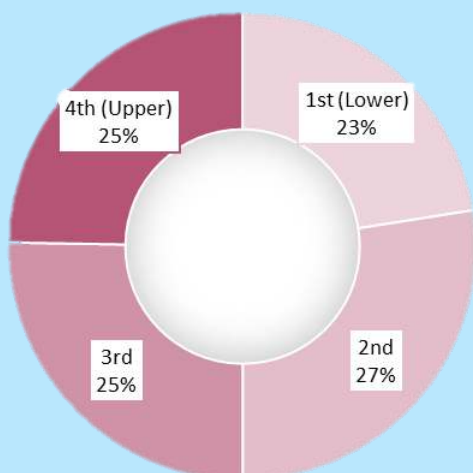
Our median gender pay gap is -0.7%; this means it is slightly higher for women than men.

Our headcount breakdown for women and men is:



As part of the requirements for gender pay, we have structured our pay range into four quartiles below:

Quartile	% Female	% Male
1st (Lower)	68.30%	31.70%
2nd	83.30%	16.70%
3rd	76.70%	23.30%
4th (Upper)	75%	25%



Mastercall did not pay staff a bonus during the period.

### **Explanation of Mastercall figures**

Mastercall employs significantly more women than men. Mastercall has a high percentage of its workforce across services where we have a generic pay structure applicable to all staff regardless of their gender. During the snapshot date, a large proportion of the staff in scope will have been working in our services with these set hourly rates and enhancements for unsociable hours. The time the shift is worked (with the unsociable hours enhancement) will impact on the gender pay gap if it is worked predominantly by one gender.

Our quartile data further demonstrates that females make up the bigger percentage across the workforce with the percentage split of females greater to males across all quartiles. Mastercall is an inclusive employer and is committed to ensuring all staff are treated in a fair and consistent manner in all aspects of their work. The gender pay gap is incorporated into our Organisational Development workstream and will remain a workforce priority.

These figures for gender pay gap reporting are accurate to the best of our knowledge.

Michaela Buck  
Chief Executive

Karen Nutt  
Director of Organisational Development