

**Alliance Medical Limited**  
**Gender Pay Reporting Statement**  
**April 2018**

**Context**

From April 2017, all organisations that employ over 250 employees are required to report annually on their gender pay gap. The gender pay gap is defined as the differences in the average earnings of men and women over a standard time period, regardless of their role seniority.

Alliance Medical’s workforce consists of significantly more females than males. This profile reflects industry trends for Allied Health Professionals and administrative staff within the health sector. Our gender pay gap results should be considered in the context of this distribution as the predominance of females to males has a significant influence on our overall gender pay gaps.

	Proportion Male Staff	Proportion Female Staff
<b>Alliance Medical Staff</b>	35%	65%
<b>NHS Bands 5-7<sup>1</sup></b>	18%	82%
<b>NHS Bands 1-4<sup>2</sup></b>	20%	80%

Analysis of gender pay gaps by key role groupings provides further detail on Alliance Medical’s results and supports the view that our overall gender pay gaps should be considered in the context of our overall gender mix.

	Senior Management	Unit Managers	Clinical Imaging Staff	Patient-facing Admin Staff
<b>Mean gender pay gap</b>	0%	-2%	0%	0%
<b>Median gender pay gap</b>	0%	-8%	-1%	3%

<sup>1</sup> Gender in the NHS Infographic (2018)  
<sup>2</sup> Gender in the NHS infographic (2018)

## Gender Pay Reporting

The following results, in line with mandatory requirements, have been calculated as at April 2017.

Gender Pay Statistics	
Mean gender pay gap	21%
Median gender pay gap	23%
Mean bonus pay gap	71%
Median bonus pay gap	31%
Proportion male receiving bonus	6%
Proportion female receiving bonus	4%

Quartile Pay Bands	Lower Quartile	Lower Middle Quartile	Upper Middle Quartile	Upper Quartile
Male	15%	33%	44%	46%
Female	85%	67%	56%	54%

### Key Findings: Gender Pay Gaps

Alliance Medical’s overall median gender pay gap of 21% is higher than the ONS national average of 18.4%.

At senior management level, the mean and median pay gaps for our senior managers are 0% and 0% respectively. These figures compare with 2017 Chartered Management Institute (“CMI”) figures<sup>3</sup> which show a gender pay gap of 18% for senior managers.

Mean and median pay gaps for our clinical imaging staff are 0% and -1% respectively, compared with 2016 ONS figures<sup>4</sup> for ‘Medical Radiographers’ which show that women are paid an average of 10.9% more than men in the UK.

Pay gaps for two other key staff groupings, Unit Managers and patient-facing administrative staff are at similarly low levels.

### Key Findings: Bonus Pay Gaps

Mean and median bonus gender pay gaps of 71% and 31% are indicative of the distribution of senior roles in Alliance Medical where 7 of the 10 most senior roles (Directors and Associate Directors),

<sup>3</sup> <https://www.managers.org.uk/~/-/media/Files/PDF/Infographics/5895-Gender-Pay-Gap-Infographics-v4.pdf>

<sup>4</sup> ONS Annual Survey of Hours & Earnings 2017 UK

which attract higher rates of pay and bonus, are held by men. Excluding this population, mean and median bonus pay gaps for our senior management population were 25% and 36% respectively.

The proportion of males versus females receiving bonuses at 6% versus 4%, in the context of the overall predominance of females within our workforce, reflects that fact that 55% of all 'bonus eligible' colleagues in the reporting period were female. During the relevant bonus period, all senior managers were eligible to participate within the same annual performance bonus. The operation of performance related bonus plans within Alliance Medical is subject to clearly documented principles and targets to ensure fairness and transparency in terms of how they are operated.

## **Objectives**

Alliance Medical will continue to deliver appropriate learning and development to ensure that a pipeline of suitably experienced and capable candidates is available for consideration for promotion into very senior roles with a focus on those in under-represented groups.

Activities:

- Develop supporting material highlighting the multiple potential career paths within Alliance Medical.
- Provide access to mentoring, training and development opportunities to encourage and promote progression into very senior roles. For example, access to external qualifications or individual coaching plans.

## **Statement**

I confirm that Alliance Medical Limited is committed to the principle of gender pay equality and has prepared its 2018 gender pay gap results in line with mandatory requirements.

**Pete Winchester**

**HR Director**

**June 2018**