

**Alliance Medical Limited**  
**Gender Pay Reporting Statement**  
**April 2017**

**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 diagnostic radiographers 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>	33%	67%
<b>NHS Diagnostic Radiographers</b> <sup>1</sup>	42%	58%
<b>NHS Bands 1-4</b> <sup>2</sup>	11%	89%

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>	7%	0%	-1%	-2%
<b>Median gender pay gap</b>	2%	-1%	-1%	5%

<sup>1</sup> Health & Social Care Information Centre Workforce Statistics (31<sup>st</sup> March 2016)

<sup>2</sup> Gender in the NHS infographic (September 2015)

## 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	20 %
Median gender pay gap	21 %
Mean bonus pay gap	36 %
Median bonus pay gap	38 %
Proportion male receiving bonus	11 %
Proportion female receiving bonus	5%

Quartile Pay Bands	Lower Quartile	Lower Middle Quartile	Upper Middle Quartile	Upper Quartile
Male	17%	31%	40%	44%
Female	83%	69%	60%	56%

### Key Findings: Gender Pay Gaps

Alliance Medical's overall median gender pay gap of 21% is slightly higher than the ONS estimated national average of 19.2%. The ONS figures are based on a gender distribution of 53% male and 47% female against Alliance Medical's gender distribution of 33% male and 67% female.

At senior management level, the mean and median pay gaps for our senior managers are 7% and 2% respectively across a population of 40% males and 60% females. These figures compare with 2016 Chartered Management Institute ("CMI") figures<sup>3</sup> which show a gender pay gap of 16% for senior managers.

<sup>3</sup> Chartered Management Institute infographic 'A Broken Pipeline'

Mean and median pay gaps for our clinical imaging staff are -1% 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 36% and 38% are indicative of the distribution of senior roles in Alliance Medical where 7 of the 10 most senior roles (Directors and Associate Directors), which attract higher rates of pay and bonus, are held by men. In addition, early 2016 saw the operation of a one-off, short-term, tactical incentive for Unit Managers the value of which was materially lower than that applied to senior management. Circa 75% of Unit Managers who received a tactical incentive payment were female.

Excluding the Unit Manager scheme, mean and median bonus pay gaps for our senior management population (excluding Directors and Associate Directors) were -30% and 8% respectively which can be compared with CMI figures<sup>5</sup> which show a mean bonus pay gap of 40% for senior managers.

The proportion of males versus females receiving bonuses at 11% versus 5% also has to be considered in the context of the overall predominance of females within our workforce. During the relevant bonus period, all senior managers were eligible to participate within the same annual performance bonus. Equally, all Unit Managers were eligible to participate within the same tactical incentive plan. 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 has identified two key areas to address in response to our 2017 gender pay gap results. The below objectives have been developed to describe the over-arching commitments we will make and form part of our overall approach to diversity.

#### **Objective 1**

Implement candidate attraction strategies that promote diversity and equality in Alliance Medical ensuring that the widest possible pool of candidates are encouraged to apply for available roles with a focus on those in under-represented groups.

Activities:

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<sup>4</sup> ONS Annual Survey of Hours & Earnings 2016 UK

<sup>5</sup> Chartered Management Institute infographic 'A Broken Pipeline'

- Recruiting managers to undertake diversity training as part of their mandatory training requirements.
- Undergraduate clinical placement opportunities in partnership with further education providers.
- Graduate clinical recruitment programme for radiography and nuclear medicine roles.
- Review candidate attraction strategies to encourage applications from those in under-represented groups.

## **Objective 2**

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.

## **Statement**

I confirm that Alliance Medical Limited is committed to the principle of gender pay equality and has prepared its 2017 gender pay gap results in line with mandatory requirements.

**Pete Winchester**

**HR Director**

**June 2017**