



## **GENDER PAY GAP – APRIL 2017**

This report complies with the Gender Pay Gap legislation introduced in April 2017 which requires 1<sup>st</sup> Homecare to publish their gender pay gap statistics for workers as at 5<sup>th</sup> April 2017.

1<sup>st</sup> Homecare's pay approach supports the fair treatment and reward of all staff irrespective of gender.

### **Gender Profile of Real Life Options**

**F** 92.5% female workers

**M** 7.5% male workers

Females make up 92.5% of the workforce, a high proportion of female staff is expected in the care sector.

### **Mean Pay Gap**

**F**

**M** 14.8%

In terms of the mean pay gap males are paid 14.8% more than females.

## Median Pay Gap

**F** 0%

**M** 0%

In terms of the median pay gap there is no gap between males and females.

## Pay by Quartiles

The proportions of male and female full pay relevant employees in the lower, lower middle, upper middle and upper quartile pay bands is determined as follows:

### Lower Quartile

**F** 90%

**M** 10%

### Lower Middle Quartile

**F** 91%

**M** 9%

### Upper Middle Quartile

**F** 90%

**M** 10%

## Top Quartile

**F** 91%

**M** 9%

## Statement from the Executive Director of 1<sup>st</sup> Homecare

1<sup>st</sup> Homecare supports older persons with care at home in the Care Sector. The gender pay gap statistics are reflective of the high representation of females who work in the care sector.

The results are not surprising in respect of the results of the female representation for each lower and lower middle quartiles as there are standard rates of pay for operational staff. In the upper middle and upper quartiles males are represented more in supervisory and management positions. There is no concern with the median pay gap. However, there is a mean gap whereby males receive 14.8% more than females, this is more than the government's report whereby 8.2% of males receive more than females in medium and large organisations. 1<sup>st</sup> Homecare will review the pay gap and make efforts to close this gap.

I confirm that the report is accurate.



John McDonald

Executive Director – 1<sup>st</sup> Homecare