

Introduction

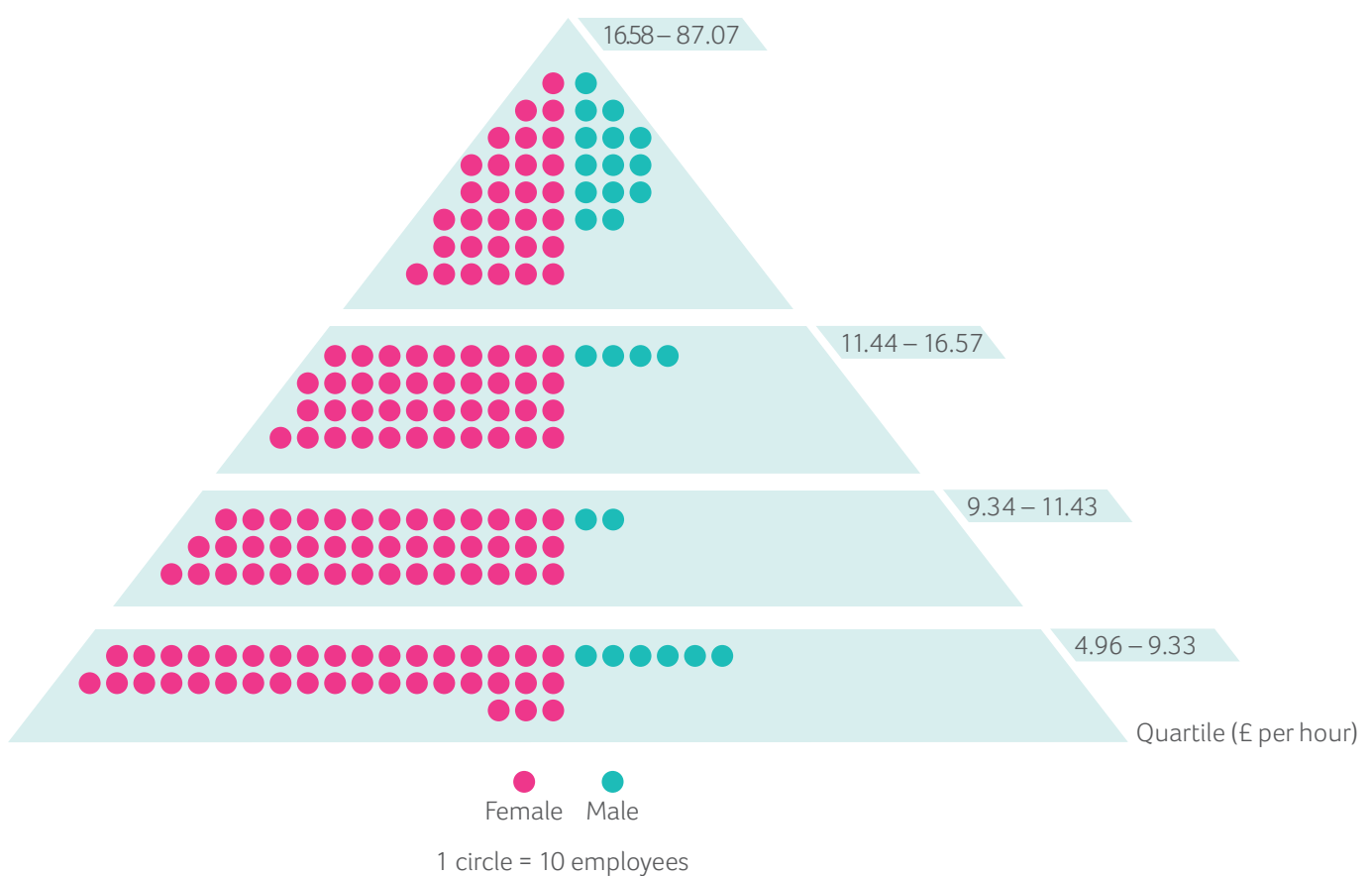
We are committed to promoting equality of opportunity in employment and to selecting employees on merit, irrespective of race, ethnic origin, colour, nationality, sex, age, relationship status, religion/belief or sexual orientation. We are passionate about having understandable, equitable and transparent reward policies that enable us to achieve our mission and reflect our culture, and we are committed to reducing our gender pay gap.

Under legislation introduced in April 2017, UK employers with more than 250 employees are required to publish their gender pay gap. The gender pay gap shows the difference in pay between male and female employees in our organisation and is defined as the difference between men's and women's hourly earnings expressed as a percentage of men's earnings. This is different from 'equal pay' which is the difference in pay between men and women who carry out the same or similar jobs.

PDSA Gender Pay Gap 2018

Our analysis shows that the overall difference between men's and women's earnings is 28.5% (mean) or 37% (median) based on hourly rates of pay at the snapshot date of 5 April 2018.

Our employee population is made up of 84% females and 16% males and our research suggests that the gender pay gap is driven by fewer men in the lower pay quartiles. We are proud to share that our female employees are well represented across all the pay quartiles. We are encouraged to see that our median pay gap has reduced by 7.3% since April 2017 which is due to the recruitment of new male employees to the lower quartile.



	Females	Males
Receiving a bonus	2	5
Total population	1507	277

Only a small number of employees received a bonus and the bonus paid was the same amount for our female and male employees, giving us a 0% bonus pay gender gap. Please note that none of the Executive Team within PDSA received bonus payments.

Pay Quartiles

The reporting process requires us to split our workforce into four equal quarters and report the proportion of males and females in each of these segments:

Quartile	Females	Males	Pay Gap
Lower	86%	14%	-3.4%
Lower middle	94%	6%	-1.3%
Upper middle	90%	10%	6.5%
Upper	68%	32%	7.9%

PDSA employs a large percentage of females - 84% of the total people employed. The table above shows that when we compare the pay at each of the quartiles, average pay for males and females is more aligned and our pay gaps closer. In fact within the lower and lower middle quartiles females are paid more than males.

Our overall 28.5% pay gap is driven by the fact that the distribution of males within the organisation is unbalanced, with only 20% of males working within the lower and lower middle quartiles – this drives up our mean pay for males. Conversely, we have a strong representation of females at every level of the organisation which results in a more balanced but lower mean pay for females.

Our Commitment

We are confident that men and women are paid equally for doing equivalent jobs across our organisation as we have a clear and robust job evaluation system that focuses on the job not the job holder.

We remain committed to addressing our gender pay gap by continuing to:

- Review our recruitment methods and training, to ensure no unconscious bias is being applied to roles within the lower quartiles
- Focus on areas in the organisation where the gender pay gap is highest
- Understand our gender pay gap in the wider context of the sectors from which we recruit

I confirm that PDSA's gender pay gap calculations are accurate and meet the requirements of the Regulations.

Jan McLoughlin

Jan McLoughlin
Director General