



*Gender Pay Report 2018 - 2019*

## FCMS Gender Pay Gap Report

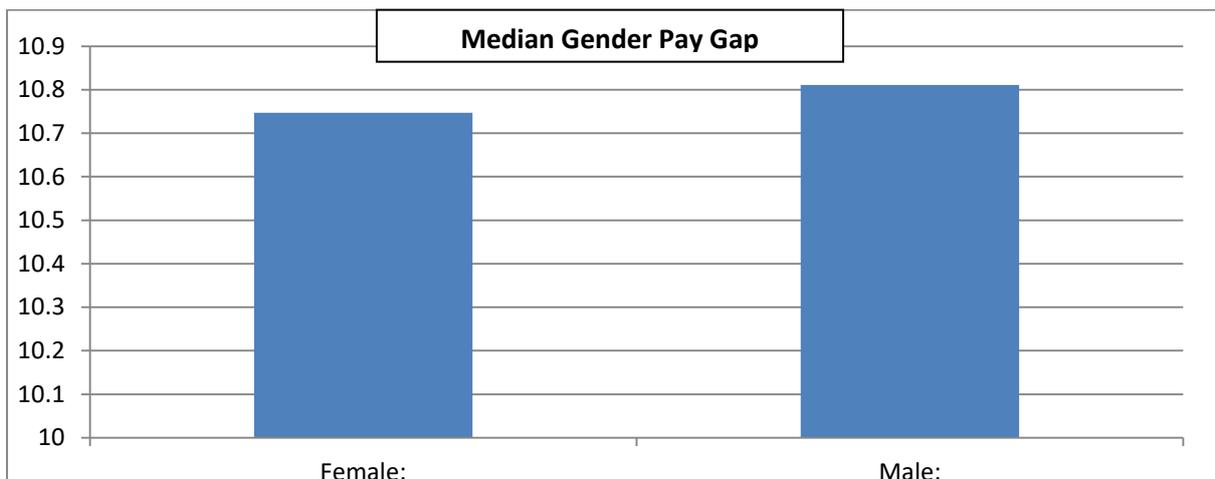
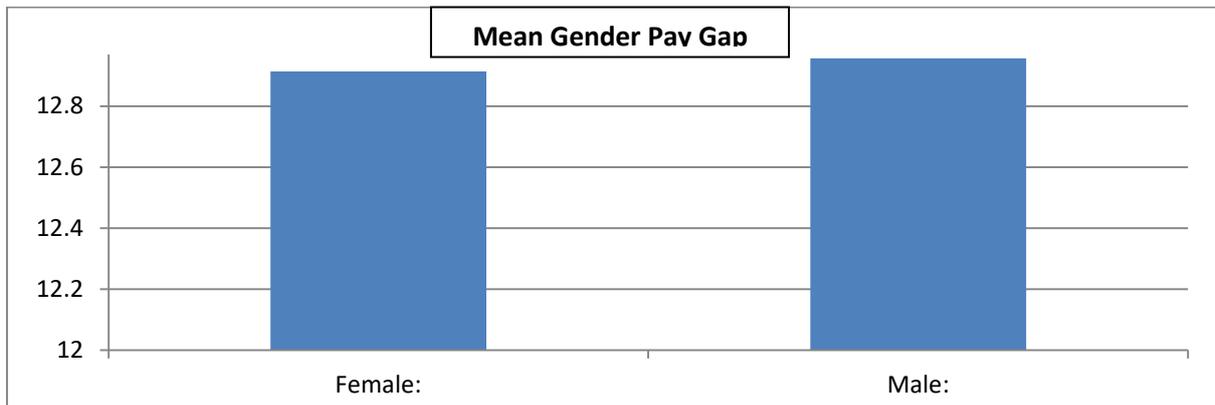
FCMS is required by law under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017 to publish the results on our own website and a government website.

We will publish an annual gender pay gap report as an employer with more than 250 employees.

We collected FCMS data from a snapshot date of 05 April 2018. We used our existing HR and payroll records; as our workforce consisted of 237 women, and 78 men.

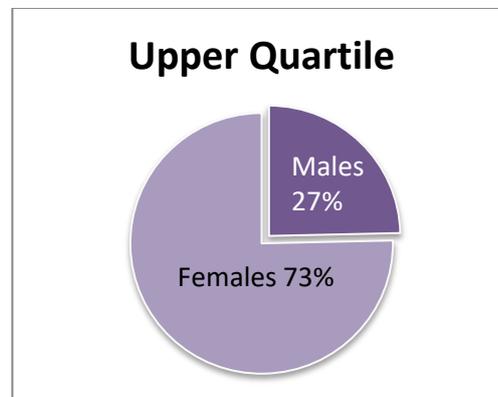
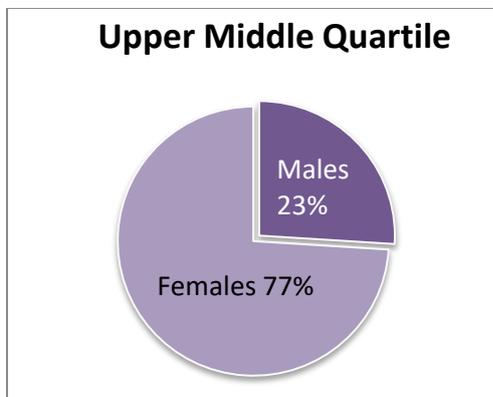
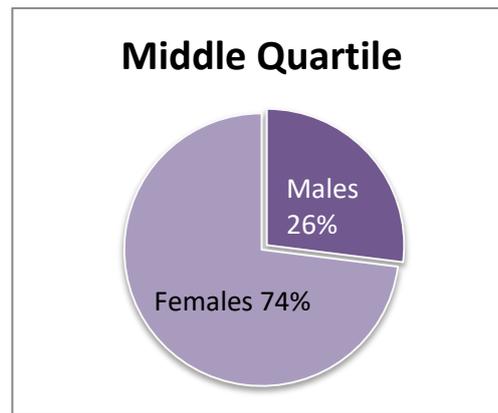
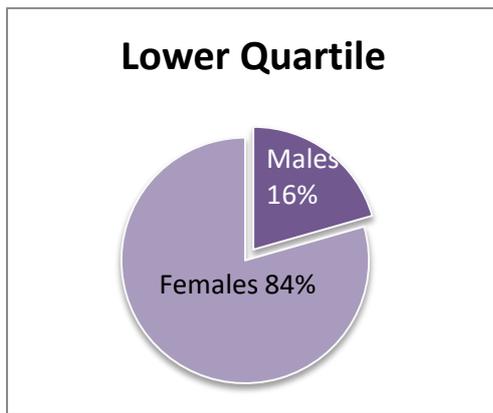
These figures show that:

- FCMS has a mean gender pay gap of 1.13%
- FCMS has a median gender pay gap of 1%.



The figures last year were a mean of 0.33%, and a median of 0.59%. This shows an increase across both calculations. FCMS workforce is predominantly female, with 75.5% of all employees and men are currently earning £0.17 more than females. This is mainly because our male employees appear to work a lot of unsocial hours; overnights and weekends which attract enhancements on their basic hourly rate. We have also in the last year recruited males into our clinical roles (Nurses, Emergency Care Practitioners etc.) which attract a higher rate of pay because of their skill set.

In our workforce there is a similar amount of males working in each of our quartiles as illustrated below:



Overall, men and women are both offered job roles at an equal basic hourly rate. We advertise a rate for the role and not the gender. We have equal opportunities for men and women across the services, and this shows in our 1.13% gender pay gap = £0.17. There has been an increase in female employees in the lower quartile, middle quartile and upper middle quartile whilst the upper quartile shows an increase in males. This is either through internal promotion or higher skilled clinical roles being undertaken by males.

Last year 100% of FCMS employees received bonus payments and the figures were shown as below.



**Male Mean Bonus: £175 = 44%**

**Male Median Bonus: £186.15 = 49%**

**Female Mean Bonus: £190 = 56%**

**Female Median Bonus = £190.60= 51%**

In 2018 FCMS undertook a big strategy change for pay and focussed our financial targets on ensuring each employee received a pay rise. We recognised the importance of getting ahead of the market and becoming an employer of choice. Our main focus was centred towards to lower quartile staff who received the biggest percentage of increase; however 100% of all our employees received a pay rise. Therefore no bonus payments were made in the year 2018/19.

I can confirm that this data has been calculated according to the requirements of the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.