

Gender pay gap report 2017

HCA UK has published data on gender pay in line with government legislation

The government has required all large organisations to publish data on the overall pay of men and women employed by them. Companies must publish two calculations: the median pay difference between men and women and the mean pay difference between men and women. It is important to point out that these measures record pay across both genders averaged across the entire company.

HCA UK performs well on both measures of gender pay measurement

On the median pay calculation, HCA UK pays women 2.8% more than men on average. On the mean pay calculation HCA UK pays men 10.1% more than women on average. These figures compare very favourably with the UK average of 18% difference between median average pay for men versus women.

We always apply salary bandings and offer the same bonus opportunity for the same job regardless of gender.

HCA UK is committed to delivering the highest possible levels of fairness, equality and opportunity for all of our colleagues

We are proud of the fact that we have been able to build a leadership team which is equally split between men and women. This compares with only 28% of board roles being filled by women in the UK's top 100 public companies.

HCA UK is keen to develop talent internally and we are committed to identifying ability within our company and supporting the development of individuals to realise their maximum potential with us.

In line with the government legislation to require all large employers to report on their gender pay gap data in specific ways, our gender pay gap data is presented overleaf in full. We confirm that the information in this report is accurate and prepared in accordance with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.



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Calculating our gender pay gap

The government asks all organisations to calculate their gender pay and bonus gaps in four different ways (see table below):

1. The average difference in pay between men and women (this is calculated as both a mean and median value). A number greater than zero indicates that, on average, men earn more than women. A number less than zero indicates that, on average, women earn more than men
2. The average difference in performance bonuses and incentive schemes between men and women in the year up to April 2017
3. The number of men and women who received a performance bonus including incentive scheme payments over the same 12 month period
4. How many men and women appear in each pay quartile across the organisation

Pay calculations

As at 5th April 2017

Pay (median)

-2.8%

Pay (mean)

10.1%

Bonus (median)

40.0%

Bonus (mean)

47.4%

Bonus calculations

from April 2016 to April 2017

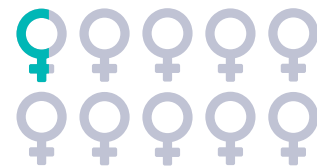
Proportion of males receiving a bonus

9.6%



Proportion of females receiving a bonus

6.4%



Pay quartile

The ratio of males in each quartile from April 2016 to April 2017

The ratio of females in each quartile from April 2016 to April 2017

First

39.3%

60.7%

Second

23.9%

76.1%

Third

22.5%

77.5%

Fourth

36.1%

63.9%



About HCA Healthcare UK

We are the country's largest provider of privately funded healthcare with 800,000 patient interactions every year. From complex and urgent care, to primary care, outpatient and day-case treatment, we provide care across our network of hospitals, facilities and key NHS partnerships.