
Clinisys UK Gender Pay Gap Report 2023

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1 Clinisys UK Gender Pay Gap

This is our annual gender pay gap report for the snapshot date of 5 April 2023.

- Our mean gender pay gap is 15.27%.
- Our median gender pay gap is 11.98%
- Our mean gender bonus gap is 79.60%
- Our median gender bonus gap is 37.50%.
- The proportion of male employees receiving a bonus is 30.09% and the proportion of female employees receiving a bonus is 20.99%.

1.1 Table 1: Pay quartiles by gender

This table shows our workforce divided into four equal-sized groups based on hourly pay rate. Band A includes the lowest-paid 25% of employees (the lower quartile) and band D covers the highest-paid 25% (the upper quartile).

Band	Males	Females	What is included in this band?
A	64.86%	35.14%	All employees whose standard hourly rate is within the lower quartile.
B	70.27%	29.73%	All employees whose standard hourly rate is more than the lower quartile but the same or less than the median.
C	72.97%	27.03%	All employees whose standard hourly rate is more than the median but the same or less than the upper quartile.
D	82.43%	17.57%	All employees whose standard hourly rate is within the upper quartile.

A quartile is one of four equally sized groups created when you divide a selection of numbers that are in ascending order into four. The "lower quartile" is the lowest group. The "upper quartile" is the highest group.

The figures in this table have been calculated using the standard methods used in the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

2 Why do we have a gender pay gap?

Legally, men and women must receive equal pay for:

- the same or broadly similar work;
- work rated as equivalent under a job evaluation scheme; or
- work of equal value.

We are committed to equal opportunities and equal treatment for all employees, regardless of sex, race, religion or belief, age, marriage or civil partnership, pregnancy/maternity, sexual orientation, gender reassignment or disability. We have a clear policy of paying employees equally for the same or equivalent work, regardless of their sex (or anything else listed above). We:

- carry out regular pay and benefits audits;
- provide regular equal pay training for all managers and staff members who are involved in pay reviews; and
- evaluate job roles and pay grades to ensure fairness.

We are confident that our gender pay gap is not because we pay men and women differently for the same or equivalent work. Instead, our gender pay gap is because men and women work in different roles and those roles have different salaries.

Across the UK economy, men are more likely than women to be in senior roles (especially very senior roles at the top of organisations). Men are more likely to be in technical and IT-related roles, which are paid more highly than other roles at similar levels of seniority. Women are also more likely than men to have had breaks from work that have affected their career progression, for example to bring up children. They are also more likely to work part time, and many of the jobs that are available across the UK on a part-time basis are relatively low paid.

This pattern from the UK economy as a whole is reflected in the make-up of our organisation. Most line managers and senior managers are men.

The table above shows our workforce divided into four equal-sized groups based on hourly pay rate. Band A includes the lowest-paid 25% of employees (the lower quartile) and band D covers the highest-paid 25% (the upper quartile). If we had no gender pay gap, there would be an equal ratio of men to women in each band.

How does our gender pay gap compare with that of others?

The mean gender pay gap for the private sector (according to the October 2022 Office for National Statistics (ONS) Annual Survey of Hours and Earnings (ASHE) figures) is 12.2%, while in the computer programming, consultancy and related activities sector it is 11.8%. At 15.27%, our mean gender pay gap is higher than the private sector and our specific sector.

The median gender pay gap for the private sector (according to the October 2022 ONS ASHE figures) is 12.8%, while in the computer programming, consultancy and related activities sector it is 16.8%. At 11.98%, our median gender pay gap is lower than the private sector and our specific sector.

2.1 Table 2: Comparison with other organisations

	Our organisation	2023 ONS ASHE private sector	2023 ONS ASHE computer programming, consultancy and related activities sector
Mean gender pay gap	15.27%	12.2%	11.8%
Median gender pay gap	11.98%	12.8%	16.8%

Our mean and median gender bonus gaps are: 79.60% and 37.50% respectively.

30.09% of men at our organisation received a bonus in the 12 months up to 5 April 2023. For women this was 20.99%. There continues to be more men in roles which are eligible for a performance bonus, but the number of employees receiving a bonus have increased significantly from 2022 through the introduction of Milestone Awards and SPOT Awards to recognise long-service and value-driven behaviours at Clinisys.

3 What are we doing to address our gender pay gap?

Reflecting on our 2022 results our Gender Pay Gap results have improved greatly; our mean gender pay gap has fallen from 27.12% to 15.27% and our median gender pay gap has fallen from 14.42% to 11.98%. Our bonus pay gap has increased despite the introduction of recognition schemes, and this is a result of more male employees being employed in positions that are entitled to performance-related bonus and commission schemes.

Whilst we are happy with the direction of our gender pay gap, we know that more work is required to decrease it further and are committed to doing everything we can.

In 2022 we took the following steps to promote gender diversity:

Established a D,E&I committee: this committee was established to help set the strategy for D,E&I, research and be the subject matter experts on best practices and support the roll out of global and local initiatives where required.

Introduction of a hybrid working policy: the introduction of our hybrid working policy makes it clear to our employees that they can choose where, when, and how they work, with the requirement to be in the office twice a week.

Enhanced family leave policies: we introduced enhanced maternity, paternity and adoption leave policies that offer pay above the statutory minimum in the UK.

We then introduced the following initiatives in 2023 to further demonstrate our commitment to promoting gender diversity:

Women's Leadership Development Group: in March 2023 we introduced the Women's Leadership Development Group to promote value stories of female achievements within Clinisys and drive education pieces, as well as creating a safe space to discuss workplace challenges.

Employee Engagement Survey: in April 2023 we launched our employee engagement survey to measure the connection employees have toward their work, team, and the organisation—and examine the factors that influence it. We can examine how the rates of engagement differ according to gender and ensure our action plans are equitable and fair.

By themselves, none of these initiatives will remove the gender pay gap - and it may be several years before some have any impact at all. In the meantime, every year we will tell you what we're doing to reduce the gender pay gap and the progress that we're making.

Right now, we have plans to extend our evidence-gathering. We are asking for your help to work out the barriers (and the drivers) for women employees.

Over the next year, we will:

- partner with MercerMarsh Benefits to ensure our pay strategy and job levelling are equitable and fair throughout the global and UK organisation.
- continue to improve awareness on diversity, inclusion and belonging in the workplace through reviewing our policies and practices, commitment to D,E&I training.

Any further initiatives launched throughout the year will be reported on the company intranet.

I, Michael Simpson, Chief Executive Officer, Clinisys, confirm that the information in this statement is accurate.

Signed

A handwritten signature in black ink, appearing to read 'Michael Simpson', written in a cursive style.

Date

28 March 2024