



ABHI

Gender Pay Gap reporting

HR Forum

6th June 2018



Discussion points

A recap

Key findings

Impact/Next steps

A recap

- › Statutory requirement for employers with 250 or more employees
 - Private/voluntary, every 12 months from 5 April 2017
 - Public, every 12 months from 31 March 2017
- › 4 main metrics:
 - Gender pay gap (mean and median)
 - Gender bonus gap (mean and median)
 - Proportion of men and women receiving bonuses
 - Proportion of men and women in each quartile of each organisation's pay structure
- › Information uploaded into a publically available database

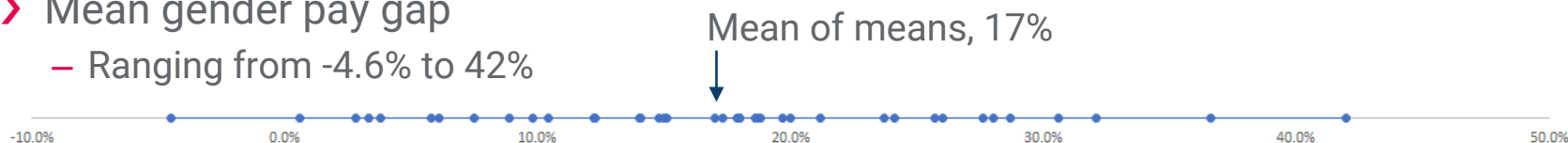
Our industry sector

› Number of submissions, by legal entity:

Employees	Companies
< 250	1 Biomet UK Healthcare
250 to 499	13 BD Infusion Therapy, BTG, Bard, Boston Scientific, Ceramtec, Corin, DePuy International, Molnlycke, Smith & Nephew, Systagenix, WL Gore, Zimmer Biomet
500 to 999	13 Abbott Diabetes, Abbott Laboratories, B Braun, BD, Biomet, Elekta, Fresenius Kabi, LifeScan, Medtronic, Owen Mumford, Pall Europe, Stryker, Synergy Health Managed Services
1,000 to 4,999	12 3M, Baxter, Ecolab, Johnson & Johnson Medical, GSK Consumer Health, MSD, Pall Manufacturing, Pfizer, Philips, P&G Technical, Renishaw, Synergy
5,000 to 19,999	1 Smiths Medical
	40

› Mean gender pay gap

– Ranging from -4.6% to 42%



› Median gender pay gap

– Ranging from -17.1% to +33.3%

– Median is 14.55%

› Whole economy national average = 18.4%¹

1: State of pay – May 18, IPPR

Our industry sector

› Gender bonus gap

- Mean of means = 32.8%
- Median = 23.45%
- % of female (mean of means) = 72.6%
- % of male (mean of means) = 74.8%

› Proportion of men and women (average of all data)

Quartile	Men	Women
Top	70%	30%
Upper middle	63%	37%
Lower middle	55%	45%
Lower	47%	53%

Impact/Next steps

- “It’s a game changer. It forces employers to look at themselves and understand their organisations. It prompts employees to ask some hard questions.

Sam Smethers, Chief Executive, Fawcett Society

- “Businesses should see reporting gender pay gap as just the first step on the road to creating fairer and more equal workplaces across the UK. They should be putting actions in place to break down the barriers to women’s progression in their organisations”

Amber Rudd, then Home Secretary and minister for women and equalities

- What has it meant in your organisation?