

## CRG Gender Pay Gap Statement

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From April 2017 all organisations that employ over 250 employees are required to report annually on their gender pay gap. The gender pay gap shows the difference between the average (mean/median) earnings of men and women.

Health Care Resourcing Group is a well-established diversified healthcare, homecare and medical services provider with a core passion and competence in long term workforce sustainability.

HCRG's work force consists of more females than males which is typical of the Healthcare sector.

Gender	Percentage
F	78%
M	22%

### Gender Pay Reporting

The following results, in line with mandatory requirements, have been calculated as of April 2018.

Median GPG
41.9%

Median Bonus GPG
50.0%

Mean GPG
36.2%

Mean Bonus GPG
63.3%

Proportion Bonus	
Female	1.4%
Male	2.8%

Quartile Bands	LOWER QUARTILE	LOWER MIDDLE QUARTILE	UPPER MIDDLE QUARTILE	UPPER QUARTILE
F	83.2%	88.1%	85.3%	57.2%
M	16.8%	11.9%	14.7%	42.8%

### Objectives

Continue to encourage diversity and support in all areas of the business.

The figures set out above have been calculated using the standard methodologies and used in the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

I, Chris Bailes, Chief Executive Officer CRG Medical Services confirm, on behalf of Health Care Resourcing Group, that the information in this statement is accurate.

Signed:



Date: 04/04/19