



Primary Integrated
Community Services

Excellence in patient and primary care

PICS Gender Pay Gap Board Report

5th April 2024 (published February 2025)

Overview

In the UK, public, private, and voluntary sector organisations with 250 or more employees are required to report on their gender pay gap annually. In line with statutory requirements, our Gender Pay Gap Report includes the following, based on a “snapshot” of pay data from 5th April 2024:

- The number of men and women in each hourly pay quarter across the organisation
- The mean (average) gender pay gap using hourly pay
- The median gender pay gap using hourly pay

Pay is calculated according to basic hourly rates and does not include overtime.

Employers are also required to report on bonus payments, which should be reported separately, however PICS did not pay bonuses within the “snapshot” period.

Gender Pay Gap vs Equal Pay

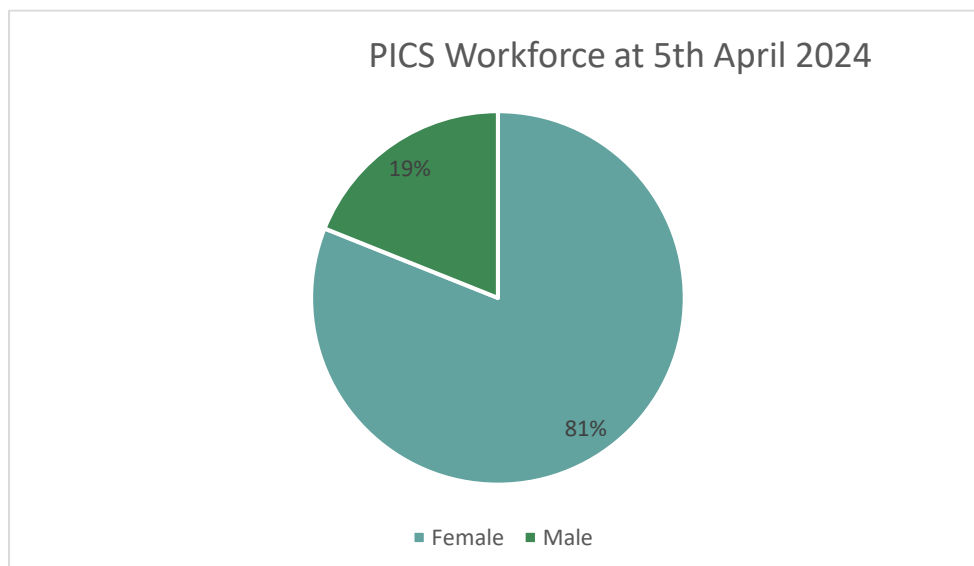
The Gender pay gap measures the difference between the average pay (according to hourly pay) for all men and women across an organisation. It represents the distribution of genders across the different roles within the organisation.

It is fundamentally different from equal pay, which involves a direct comparison of two people or groups of people to ensure they are paid comparably for work of comparable value.

Our Gender Pay Gap

Our Workforce

PICS Gender Pay Gap data was collected on the 5th April 2024. At that time, PICS had a workforce of 507 people*: 411 females (81%) and 96 men (19%).



* Only relevant employees are included in the Gender Pay Gap. Relevant employees are all employees employed by the employer on the snapshot date of a given year, who: have a contract of employment (including those employees working part-time, job-sharing and employees on leave and on a casual basis)

Mean (Average) & Median Gender Pay Gap

The mean average is calculated by totalling all hourly rates and dividing them between the total number of workers. The median is the midpoint numerical value which splits the top 50% and bottom 50% of a range of hourly rates, lined up from smallest to largest. Generally, the median rate is seen as a more representative figure as the mean can be more easily skewed by a small number of highly paid individuals.

At the “snapshot” date of 5th April 2024, the Gender Pay Gap for PICS was:

Gender	Mean Hourly Rate '21	Mean Hourly Rate '22	Mean Hourly Rate 2023	Mean Hourly Rate 2024
Male	£24.87	£23.90	£23.98	£25.71
Female	£17.38	£17.82	£18.86	£19.92
Difference	£7.49	£6.08	£5.12	£5.79
Pay Gap %	30%	25%	21%	22.5%

Gender	Median Hourly Rate '21	Median Hourly Rate '22	Median Hourly Rate 2023	Median Hourly Rate 2024
Male	£20.91	£21.54	£22.40	£23.52
Female	£15.66	£16.13	£16.84	£17.92
Difference	£5.25	5.41	£5.56	£5.60
Pay Gap %	25%	25%	24%	23.80%

As shown above, the mean (average) gender pay gap has slightly increased since 2023 but is still much lower than in 2021 and 2022.

The median gender pay gap has reduced slightly in the last year. The extent of the PICS median gender pay gap is so, because of the disproportionate number of females working in lower paid roles in comparison to the number of males working in these roles. This group includes administrative functions and non-registered clinical workers which remain predominantly filled by women.

Our gender pay gap figures are likely to fluctuate significantly every year due to the nature of the gender pay gap formulas, calculated as the difference in the pay of men and women across the entire organisation, irrespective of the nature of their work or level of seniority. Given the considerably higher proportion of women across the organisation, any slight change in the sample of men or their pay rates can have a comparatively higher impact on the pay gap figures.

Pay Data by Quartile

The table below illustrates the distribution of genders within each quartile. The Upper Quartile represents the quarter of the workforce with the highest earnings and the Lower Quartile represents the quarter of the workforce with the lowest earnings.

Gender	Lower quartile	Lower middle	Upper middle	Upper quartile
Female	121	107	92	91
Male	5	20	35	36
Female %	96%	84%	72%	72%
Male %	4%	16%	28%	28%

The hourly rates range for 2024 is £11.44 to £118.75.

Previous Years

Female Pay Data by Quartile (Headcount)

Quartile	2021	2022	2023	2024
Lower Quartile	82	91	133	121
Lower Middle (	76	79	87	107
Upper Middle (	63	83	142	92
Upper Quartile	66	98	36	91

Male Pay Data by Quartile (Headcount)

Quartile	2021	2022	2023	2024
Lower Quartile	4	3	6	5
Lower Middle (	9	7	16	20
Upper Middle (	22	27	59	35
Upper Quartile	19	31	12	36

Looking at the female Pay Data over the previous years, there has been a shift in the Lower and Upper Middle Quartile. There is also an upward shift in number of females within the Upper quartile since 2023 but the total across the Upper Middle and Upper Quartile remains broadly the same.

Regarding the male Pay Data in 2024, there has been an increase in the number of males within the lower and lower middle quartiles, but a shift upwards in the Upper Quartile. This reflects the increase in more male GP's being recruited and males being recruited in higher paid roles.

Our Commitment

PICS Limited is committed to creating a diverse workforce offering inclusive opportunities for all our workers, regardless of gender. We are passionate about fairness, equity and inclusion; creating an environment where our people can thrive, grow and develop professionally and personally.

I confirm that the data contained within this report is accurate and meets the requirements of the Gender Pay Gap reporting regulations. This report has been certified as accurate and approved for publication by PICS Ltd Board on date 7th February 2025

Signed

Karen Frankland
Managing Director